

Defending Our Harbors

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AIH HANDS

MAGAZINE OF THE U.S. NAVY

AUGUST 2002



The Office



[On the Front Cover]

In covering the office that serves the Sailor, *All Hands* is reminded of everything that the Navy's senior enlisted leader does and of all that the three-starred anchor stands for.

Cover photo by JO1 Preston Keres

[Next Month]

All Hands marks the one-year anniversary of 9/11 by listening to Sailors' recollections of that infamous day, visiting a city and the fleet uniting in recovery, and following one veteran's return to the sea service.

32 100 Years and Still Going Strong

It has been a century since the Navy commissioned its first destroyer, *USS Bainbridge* (DD 1). We take you inside one of the newest destroyers, *USS Ross* (DDG 71), where you'll meet her Sailors – a crew that is bonded in a way only possible aboard a “tin can.”

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Photo by PHC Dolores L. Barfield

14 SECNAV Reflects on First Year in Office

The Secretary of the Navy has a message for the Navy – that he knows Sailors and Marines are doing their duty, and he appreciates the outstanding job they are doing in the war on terrorism. He talked about this and other issues as he sat down with Navy journalists in his Pentagon office.

18 Defending Homeland Harbors

Coastal patrol Sailors and the Coast Guard team up to make sure our nation's ports and waterways are protected.



Photo by PH2 Robert Houlihan

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Photo by JO1 Preston Keres

24 MCPON: The Voice of the Enlisted Community

Join *All Hands* as we take you behind the scenes of the MCPON's office during the month-long transition surrounding the change in office and the first official trip of our 10th MCPON.



Photo Finish

Photo by JOC(SW) Rob Benson

Runners in a 5K race at Norfolk's Naval Security Activity race pass a photo finish "strip camera" on this continuous frame.



Scrub Down

Photo by PH2 John L. Beeman

Sailors scrub down the flight deck of **USS Harry S. Truman (CVN 75)** after a busy day of carrier qualifications conducted off the East Coast of the United States, recently.

Speaking with Sailors

Master Chief Petty Officer of the Navy
MCPON (SS/AW) Terry D. Scott

A Question from a Recent MCPON All Hands Call:

Q: Why did the High-Year Tenure (HYT) policy change, and who does it affect?

A: As most of you have heard by now, we are experiencing unprecedented retention rates. I believe this is attributed in part to the sense of mission and patriotism I've seen in our Sailors out there in the fleet. We're keeping the best of our well-trained, highly skilled men and women in the Navy. Revising HYT levels will allow us to continue providing healthy advancement opportunity for all Sailors.

The E-4 limit will go back to 10 years and E-6 to 20 years. Since the HYT policy was revised in 2000 to combat stalled advancements, 794 Sailors with more than 19 years of service have been selected for promotion to chief petty officer over two cycles. The objective of that decision in 2000, was to grow a more senior, talented force with consistent and steady advancement opportunities, and we have done that.

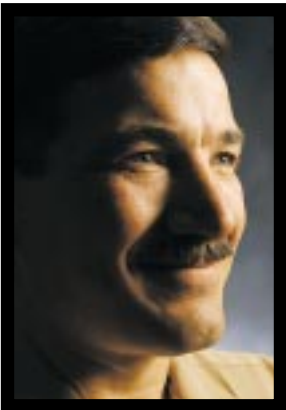



Photo by JO1 Preston Keres

The bottom line is that we are Congressionally mandated to adhere to our end-strength numbers. By lowering HYT limits for E-4 and E-6 Sailors, it's expected that 800 E-6s will retire and 200 E-4s will separate or change rates for better advancement opportunity.

Sailors reaching old HYT limits before Sept. 30, 2003, must separate or transfer to the Fleet Reserve when they reach 12 (E-4) and 22 (E-6) years of total active service. Sailors reaching the revised HYT limits during the transition period, which is now through Sept. 30, 2003, must separate/transfer to Fleet Reserve no later than Sept. 30, 2003. And Sailors reaching revised HYT limits after Sept. 30, 2003, must separate/transfer to Fleet Reserve when they reach their 10/20 years total active service.

Affected Sailors will be allowed to compete for advancement in FY03. Sailors affected by the reduced HYT limits and under orders or with an upcoming projected rotation date should contact their rating detailer. Those in critical pay grades, undermanned ratings or holding specific Navy Enlisted Classification codes (NECs) should also contact their detailer for specific information. 

All Hands

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JOCS(AW) Dave Desilets
Assistant Editor
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Photo Editor
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All Hands

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Editor,

While searching for an image of naval officers manning the rails for my job as product manager for a check manufacturing company in Maryland, I came upon an article entitled "Model of Success," printed in *All Hands* February 1997. It was about an officer by the name of J. Michael Thomson. I'm sure I am not the only person inspired by a story shared so generously.

And although the article dated some five years back, I wanted to write and ask about him. Surely I am imposing to ask, but I was moved so by his



learned a little bit about the Navy from my recent projects, and I've grown to admire the strength and determination required to serve in such a capacity.

spirit that I had to send a note.

Please convey my thanks to him for sharing this experience that could surely happen to any one of us. I have

**Lisa Danchi
Ellicott City, Md.**

Editor's Note: You can read CWO4 Thomson's inspirational

Mail Call

Letters to the *All Hands* Editor

story of his perseverance over colon cancer by accessing the *All Hands* archive at: www.news.navy.mil and select the Feb. 1997 issue.

Editor,

I was reading through our *All Hands* magazine, which I must say is one of the best sources of motivation I can find. Keep up the good work!

I saw that one of the old editions, April 1984, did a commentary on a West African training cruise. I know this may be farfetched, but is there any

way I can have a copy of that edition. I am from W. Africa and this would be good to send home to my folks. They still don't know why I joined the Navy!

**Fiona Strasserking
U.S. Naval Hospital, Guam**

Editor's Note: This too, can be found at the new *All Hands* archive at: www.news.navy.mil and click on All Hands.



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Plot Your Future Using the Career Master Plan

Have you ever thought about how to read the roadmap to having a more successful career in the Navy? For today's Sailors, the answer is closer than ever before.

Career Master Plans (CMPs), new Web-based career planning tools recently developed by the Naval Education and Training Development and Technology Center (NETPDTC) in Pensacola, Fla., contain vital information regarding the enlisted Sailor's career, and display information about the tasks, skills and knowledge Sailors need to master during a 20-year career.

- Accessible information on the Web site includes:
- Listings of tasks required of Sailors from E-1 to E-9
 - Training required for Navy ratings, billets and platforms
 - A method of training for every knowledge level and skill level task
 - Expected performance levels at critical points in a Sailor's career
 - Training required for using various types of Navy equipment

Sailors familiar with NETPDTC's Web site will also notice a new look, but the most noticeable change is the content. CMP lists are displayed by community and/or rating, and Sailors can search these fields using keywords. The site also lists training available for specific tasks, and the skills that will be obtained after taking specific courses of instruction.

Also included in the site are several pre-formatted reports, including tasks performed by skill level and equipment/system, tasks performed on mission platforms, and all Navy Damage Control training.

To check out the Career Master Plans, access the NETPDTC Web site, and simply click on the rating of interest on the left to view the current CMP. Currently the Damage Controlman (DC), Gas-Turbine System Technician (Electrical) and (Mechanical) (GSE/GSM), Hull Maintenance Technician (HT), Machinist's Mate (MM), Electrician's Mate (EM), Enginemen (EN), Interior Communications Electrician (IC), Machinery Repairman (MR), Yeoman (YN), and Personnelman (PN) ratings are online. Other ratings are in the development phases. When completed, the online CMPs will consist of 82 ratings.

The goal of the CMP initiative is to provide mentors access to the latest career information to share with new Sailors. Bob Maynard, the CMP Web site Systems Analyst and Database manager, says the site is even better than it was before because of what it provides Sailors.

"This Web site is getting very robust," said Maynard. "A Sailor may already have a mentor, but the site gives more career details and can show additional training they may not have been aware of."

The training is broken down into levels of expertise. As a general rule, an apprentice is E-1 through E-4, a journeyman is E-5 and E-6, and a master is E-7 through E-9. With this in mind, the CMP have been developed by skills analysts who draw upon Occupational Standards verified by subject matter experts in each rating for these three career phases. Bottom line ... Sailors are getting the very best

information available regarding each rating.

Because the information is easily accessible by personal computer, the CMP Web site will also help introduce potential recruits and prospective Sailors to the tasks and duties associated with specific ratings. Information can be printed and reviewed at the individual's leisure. With this tool, anyone can scope out how they will fit into a Navy rating before joining the military.

NETPDTC is currently creating a Web-based plan for every Navy enlisted rating and while all may not be available today, Sailors can be certain that they are coming. The CMP Web site is easy to use, easily accessible, and will help increase Sailors' chances of advancing in their current ratings.

Remember the old adage, "If you don't know where you're going, any road will take you there." Don't settle for any road! Visit the Web site at <http://wwwcfs.cnet.navy.mil/ctp/index.cfm>, and plan the road you'll take.

For more information on NETPDTC, go to www.cnet.navy.mil/netpdtc. For more CNET news, go to www.news.navy.mil/local/cnet. ☛

Story by LTJG Karen Eifert,
NETPDTC Public Affairs

The Future of the U.S. Navy Begins Now, Says CNO

Anyone who has ever worked on a puzzle knows that finding and putting into place the pieces with the flat edge on one side will allow you to

frame the big picture.

During the past two years, the Navy has identified and placed the obvious pieces of its puzzle. Those obvious pieces with the flat edges – increasing retention, reducing attrition, increasing pay and benefits for personnel, improving current readiness, realistically funding training and operations, and a slew of other initiatives that have seen remarkable progress over the past two years – have been set in place.

Now, with skill and patience, the puzzle builder can move forward, placing the abstract-shaped pieces in a logical order to form the big picture.

The big picture, according to Chief of Naval Operations ADM Vern Clark, revolves around the Navy of the future, and he presented his vision of what the big picture will look like June 12 when he unveiled "Sea Power 21" at the Naval War College, Newport, R.I. On July 12, he sat down with *The Flagship* to talk about that vision and how the successes of the past have allowed the Navy to look to the future.

Based on Sea Power 21, the Navy will accelerate, redefine and transition into a capabilities-based Navy, built on a "solidly joint bedrock." The vision revolves around three core concepts, "Sea Strike," projecting offense; "Sea Shield," projecting defense; and "Sea Basing," projecting sovereignty.

During a May speech at the U.S. Military Academy at West Point, N.Y., President George W. Bush talked about the requirement of the military to "take the fight to the enemy."

"Sea Strike is about taking the fight to the enemy. What we have learned in Afghanistan is the importance of persistent combat power and the ability to

project that power at great ranges – to increase combat reach. That's what Sea Strike is all about," Clark said.

The concept involves developing better ways to project offensive power with Marines, special operations troops, carrier-based aircraft, guns, missiles, lethal and non-lethal weapons, seizing and holding the initiative. Clark predicts new developments in unmanned aircraft, miniaturized munitions and sensors to guide munitions.

The idea for Sea Shield is for the Navy to extend homeland security to the fullest extent possible. This will include intelligence, surveillance and reconnaissance assets; maritime patrol aircraft; and a mix of manned and unmanned systems operating on, above and below the sea.

"Just two years ago we were thinking only about our own defense," Clark said. "Anti-air, anti-sub, anti-surface. Sea Shield is about achieving access. It is about projecting that defense as far as we can over the combined and joint force." Sea Shield is much broader than simply defending Navy ships.

"Sea Shield will also be about sea-based missile defense," Clark said. "I haven't said much about this since I've been CNO, but I believe this nation cannot make it without us having this capability. And so, it's time for me to start talking about it."

Two tests of the sea-based missile defense system, the second just last month, have shown incredible success in sea-based missile defense. The sea-based platform for the missile defense system has surpassed expectations, and quieted those who contend missile defense won't work.

The third leg, Sea Basing,

focuses on using the sea as a maneuvering space for joint combat and control, fire support and logistics. This concept includes aircraft carriers, logistics ships and the Navy's program to develop a future maritime pre-positioning force. Sea Basing is all about taking the sovereignty of the United States to the far reaches of the earth.

That, in a nutshell, is the big picture. Framed by puzzle pieces like Task Force EXCEL (Excellence through Commitment to Education and Learning), which promises to revolutionize training and education for Sailors, efforts to deliver a communications network that allows those in the fight to coordinate in real time, and a robust increase in funding new weapons systems, ships and aircraft, the Navy now has an idea of where it wants to go in the future.

But, the puzzle still needs to be pieced together to reach that end, which presents many challenges.

Not the least of which is funding. How does a Navy that has had to compete for every additional cent over the past two years pay for such an ambitious plan?

Shipmates

Hospitalman Erica M. Davila

was recently selected as Regional Bluejacket of the Quarter, 1st quarter, at U.S. Naval Forces Marianas. In addition to her regular duties in the Intensive Care Unit of U.S. Naval Hospital Guam, she is a member of the Auxiliary Security Force, Commander, Naval Forces Marianas, where she provides area security and protection to naval activities throughout Guam. She is also a member of the U.S. Naval Hospital Guam Color Guard and command burial detail.



"We have to get in the practice of divesting in things that we can get somebody else to do," said Clark during a recent interview. "Streamlining – and then, using the cost savings to pay for what is really needed."

"I said two years ago that we had to have \$12 billion a year to build new ships," Clark said. "Last year we had \$8 billion, the year before that we had a little less than \$7 billion. This budget we're bringing up next year is going to have \$12 billion in it."

So, where does the additional money come from?

"One thing," Clark said, "is that we're overprogrammed. We've got programs that are dragging along. We're putting money in them every year, and they aren't going to deliver — I'm finished with this. It's time to get rid of programs that are on life-support. I don't want to put money in these programs when we have so many other investment challenges today."

"We've got to, in a very disciplined way, set aside investment streams and say we are investing that much in shipbuilding, and this much every year in buying new airplanes."

"What we've found out in the past two years is that we've

Around the Fleet

got airplanes (EA-6Bs) that cost \$15,000 an hour to fly because they are so old. We have got to get these old airplanes out of the inventory.”

Clark doesn’t shy away from the challenges ahead. When he took over as CNO, he went to Washington with a “top five” list of priorities.

bers declined sharply by 14 percent over that same period.

His second priority, current readiness, has improved in part due to realistic requirements and realistic budgeting for those requirements, an additional \$4 billion to the Navy’s readiness accounts. At the root of all these improvements, Clark insists, is

selves to the growth and development of people, giving people the tools they need. It’s about leaders committing to giving young people the chance to make a difference and, ultimately, a chance to lead.”

With regard to current readiness, Clark pointed out “we could not be performing like we are in **Operation Enduring Freedom** had we not increased the readiness accounts by \$4.2 billion in the past two years. Since Sept. 11, battle group deployment dates have been moved up. Under the old scheme, those ships wouldn’t have had the people to deploy. Now, every battle group is manned six months out from deployment.”

According to Clark, forgetting about manpower and readiness to concentrate on future readiness would be a mistake.

“I am not going to move off current readiness, and say ‘OK, that’s done, now I’m going over here.’ The principles that we’ve operated by are sticking. We are going to take care of the Navy that the taxpayers of this country paid for. That’s current readiness.”

“We’re are going to keep the

heat on priority one and priority two, because if those things slip, it will affect our ability to give the president of the United States options.

“That’s what we are about. The president said ‘we are going to keep this enemy on the run’ (in the global war on terrorism). We’re going to take the fight to the enemy. You can’t do that without a Navy. By not knowing where we are going to show up next, you keep the enemy on the run.”

And so the focus is shifting to the future. Last year, Clark told *The Flagship* that in order to keep step with demands of current readiness in years past, future readiness had to take a hit. No more. The future begins now.

Framed by an increase in quality of service and current readiness issues, Clark said the Navy will now move forward. The road ahead, he insisted, will not be easy.

“We make no proclamations that all of our problems are solved, that there are no challenges left,” Clark said, “I can promise you there are plenty left. That’s part of the covenant. We promise there are going to be some hard days. There are

going to be some days that are really difficult.

“But, because those Sailors on the deckplate have got pride, and because they’re about service, they’re going to rise to the challenge. Their leaders are making sure they feel ownership for their work, making sure they’re as self-sufficient as they can be. That’s what the covenant is all about.”

As an example of the covenant, 108 naval officers, including 64 aviators, pulled their resignations, and 27 others (including 10 aviators) pulled their retirement papers since Sept. 11. Nearly 150 senior enlisted personnel pulled transfers to the Fleet Reserve.

“Our people really do understand the call to service,” Clark said proudly.

“They respond when life has purpose and meaning in it, and there is real purpose and meaning in what is going on in their lives right now. Along with that incredible sense of purpose, is an understanding that includes sacrifice.

“These numbers tell me, that, as an institution, we’re doing better keeping our part of the promise. Leaders are understanding what the responsibility is toward our people who serve.”

Part of that promise of leaders is providing an atmosphere of growth for individuals who serve under them.

That is part of the idea of Task Force EXCEL, which was launched last year to bring about a revolution in training and education. Clark promises major improvements in that program this year, not only to make it more accessible for Sailors to get an education, but because the future of the Navy demands it.

“Sea Power 21 will not work without Task Force EXCEL,”

Clark said. The ideas and innovation he expects to be a byproduct of increased learning will fuel the Navy of the future.

“We’ve got hundreds of folks with ideas, so here’s my thinking on this: Let’s do a quick analysis of those ideas and pick out the ones that we think make sense. Then, let’s go try them. Sure, we could study them for three or four years and whittle those hundred ideas down to three or four, and then we’ll get three or four things done that we’re absolutely certain will work. I just don’t believe in doing it that way. That absolutely shuts down the idea factory that’s coming out of our people.”

Innovative experiments in the coming year, such as the “**Sea Swap**” program which rotates crews onto a ship serving overseas instead of driving the ship to and from home ports in the United States, will seek to help the Navy find new, more efficient ways to operate.

“We spend in the Pacific, not as big a percentage in the Atlantic, a third of the deployment in transit,” Clark explained. “If we can figure out how to extract more on the point combat capability for the United States, that’s a good thing.”

“We’re challenging whether we got things right,” Clark said. “We’re challenging whether we can produce a better product for the citizens of the United States of America.”

“But, make no bones about it, we’re doing this to learn. I have no idea if Sea Swap is going to work or not. We’re going to learn from this experience. And from what we learn, we’re going to apply the lessons to make our Navy better.”

Shipmates



Mess Management Specialist 1st Class (SW/AW) Roque D. Parreno Jr.,

was recently selected as Commander Fleet Activities Yokosuka, Japan, Sailor

of the Year for 2001, where he served as the leading petty officer, **Commodore Matthew C. Perry General Mess**, Yokosuka Naval Base, Japan. His leadership enabled 45 food service personnel to provide outstanding customer service on a daily basis that greatly enhanced the quality of life for military and civilian personnel.

The first priority, manpower, has seen dramatic improvement in the past two years. Retention has skyrocketed from about 39 percent of first term Sailors to the current mark of more than 65 percent, while attrition num-

bers declined sharply by 14 percent over that same period.

the principle of “**Covenant Leadership**.” “It all springs out of the covenant,” he explained, “the promises that we make to people and people make to us. It’s leaders committing them-

Ricky’s Tour

By J02 Mike Jones

mikejones43@hotmail.com



Time Capsule

This month, we look back in the *All Hands* archive to see what was going on in the month of August:

38 Years Ago – 1964

This cover of *All Hands* magazine featured Airman Scott Weekly, who was one of 85 Regular Navy appointees into the Naval Academy that year. We showed readers origins of the traditional ship christening with the breaking of a bottle across the bow. We looked at how some of the Navy’s new navigation satellites make getting lost a little harder to do. We also posted some submissions from our readers as to what they would do if they were “CNO for Sixty Minutes.”



14 Years Ago – 1988

A mine-damaged ship in dry dock was on this cover of *All Hands* magazine. On April 14, 1988, **USS Samuel B. Roberts (FFG 58)** struck a mine near its keel, port side, aft as it attempted to back out of a minefield in the Persian Gulf, near Qatar. This issue told some of the stories of those who fought to keep the “**Sammy B**” afloat. We showed readers Navy and Marine Corps forces in action off the coast of South Korea in Exercise **Team Spirit ‘88**.” We also looked at some of the issues faced by single parents in the sea service and some of the places they can go for help. To view this issue on the Web, go to www.news.navy.mil/media/allhands/acrobat/ah1988o8.pdf



Nine Years Ago – 1993

This cover of *All Hands* illustrates what every Sailor can become if they just take the time and volunteer to help their neighbors. In this issue we covered Sailors from **NAS Willow Grove, Pa.**, as they helped out with a Special Olympics tournament. We showed some members of the **Blue Angels** flight demonstration team doing something besides loops in the sky: visiting local schools and hospitals to deliver messages to kids about staying in school and off drugs. We also looked at comic books and how their value can soar over the years, if you know how to preserve them properly. To view this issue on the Web, go to www.news.navy.mil/media/allhands/acrobat/ah1993o8.pdf



Around the Fleet

Making the Navy better is what **ADM Vern Clark** is all about.

And, there is a secret to his success. "One of the most important things for leaders is to get on a vector and not be bouncing all over the place," Clark advised. "Circumstances change day in and day out, but, if you've got a set of principles you believe in, you are headed fair."

Former Deck Seaman Has Recipe For Success

While out to sea, Sailors' eagerness to hear the results of Advancement Cycle 175 grew stronger by June.

For **Electronic Warfare Technician 3rd Class (SW) Travis White**, aboard **USS Wasp (LHD 1)**

department as an undesignated seaman. Putting in countless hours of hard work, he knew that working in deck was not what he wanted to do. With a supportive chain of command, White had the opportunity to explore his options and chose to take the Electronic Warfare Technician (EW) 3rd class advancement exam.

The first time up, White put on a third class crow. One year later, **Petty Officer 3rd Class White** became **Petty Officer 2nd Class White**.

"A little more than a year ago, when I was still in deck, I made a promise to myself," said White. "I was going to become a petty officer second class before three years and I was going to also earn both of my enlisted warfare pins. I am almost there. I made second class and earned one of my warfare pins, and I'm preparing to take the test and board for the other pin."

While making rank and rate, White gained knowledge in new areas that helped him a lot.

Learning how to become a team player almost comes naturally, but when you are dealing with a different job that calls for close attention to detail, you have to pay attention and play by the rules.

"Working in deck wasn't bad. It just helped me to appreciate hard workers more because I have been there. Everything calls for close attention to detail, from painting the outside of the ship to standing watch in combat information center," said White. "As an electronic warfare technician, my role in defending the ship is vital. Without teamwork, others can and will get hurt and the ship will be in danger."

Now that he has advanced to petty officer second class, White has more responsibilities.


"What can I say? It comes with the more rank you put on.

I am ready to take on whatever responsibility that might come my way," said White. "Right now I am working on work center supervisor qualification in hopes that some day I will be able to fill the position."

Currently on his first deployment, being away from his family does not overly bother White. Doing his job well makes his family and shipmates proud of him. His accomplishments are what bring comfort to him.

"My family may worry about me sometimes because of the situation that we are in right now," said White. "But they know that I am out here doing my job defending not only my shipmates, but my country."

"Make a goal and go for it" was a motto that stuck with the former deck seaman. White is taking the motto and running very far with it, while passing it on to the junior Sailors on board **Wasp**. Who says it is impossible to advance to second class in only two years? It may seem like eternity to accomplish a goal you may have set for yourself, but rewards come to those who put in work and understand patience.

For more information on **USS Wasp**, go to www.wasp.navy.mil. For more **Wasp** news, visit their NewsStand Page at www.news.navy.mil/local/lhd1. 

Story by **FN(SW/AW) Vernishia R. Vaughn**, **USS Wasp (LHD 1) Public Affairs**


Shipmates



Aircrew Survival Equipmentman 1st Class (AW) Brian Siddens, of **USS Wasp (LHD 1)**, was recently selected as the ship's Sailor of the Year for 2001. Siddens is the leading petty officer of **Wasp's** Aircraft Division and work center supervisor for the Aviation Life Support Systems Division. He works for a small work center with a big job; ensuring all lifesaving equipment works effectively.

And, as the puzzle that is the future of the Navy continues to come into focus, no one should mistake the importance of keeping their eye on the ball.

"We must prepare for the future," Clark said. "The price of not doing so is far too great."

Editor's Note: For the latest in *Navy News*, updated around the clock, go to the *Navy NewsStand* at www.news.navy.mil. 

Story by **Don Kennedy**, editor, *The Flagship*, *Norfolk*

nothing would be more rewarding than to advance to petty officer second class in a little more than two years of active duty service.

Growing up not sure of what he wanted to do, White wanted something that would help him pay for college and fulfill his urge to travel and see parts of the world that others would love to see. He knew joining the Navy was the right thing for him to do.

"It took some talking and convincing that the Navy was the right way for me to go, White said. "After a while, my parents were sold. They realized that it was worth a try, would be a good experience for me and backed me 100 percent."

After completing boot camp in Great Lakes, Ill., White reported on board **Wasp** to deck



If it Was Always This Obvious, We Wouldn't Need to Prepare.

The Anthrax Vaccination Program Has Returned to the Fleet.

www.anthrax.osd.mil

The Secretary of the Navy has a message for the Navy,

“England expects that every man will do his duty.”

THE MESSAGE IS SPELLED OUT IN tiny signal flags on a special tie worn by **SECNAV Gordon R. England** when he travels about the world to visit with Sailors and Marines. The same message, originally sent by British **Adm. Horatio Nelson** via flags in 1805 at the Battle of Trafalgar, signaled the Royal Navy that their nation was depending on them to defeat Napoleon’s fleet and fend off invasion. The British were victorious.

The SECNAV’s message is that he knows Sailors and Marines are doing their duty, and he appreciates the outstanding job they are doing in the war on terrorism.

England also expressed how fortunate he is to be Secretary of the Navy during this critical period in the nation’s history. He talked about this and other issues as he sat down with Navy journalists in his Pentagon office.

“We have magnificent men and

women,” noted England about what he finds when he travels around the world to visit with Sailors and Marines. “When I go out there I think and I hope this will help their morale. But what I find out is that they raise my morale. I’m always impressed when I visit our men and women in uniform.” The Secretary noted that **President Bush** and the American people have tremendous respect for and confidence in the military.

An area SECNAV is keenly focused on is his Sailors and Marines and their families, and recognition of their service and sacrifice.

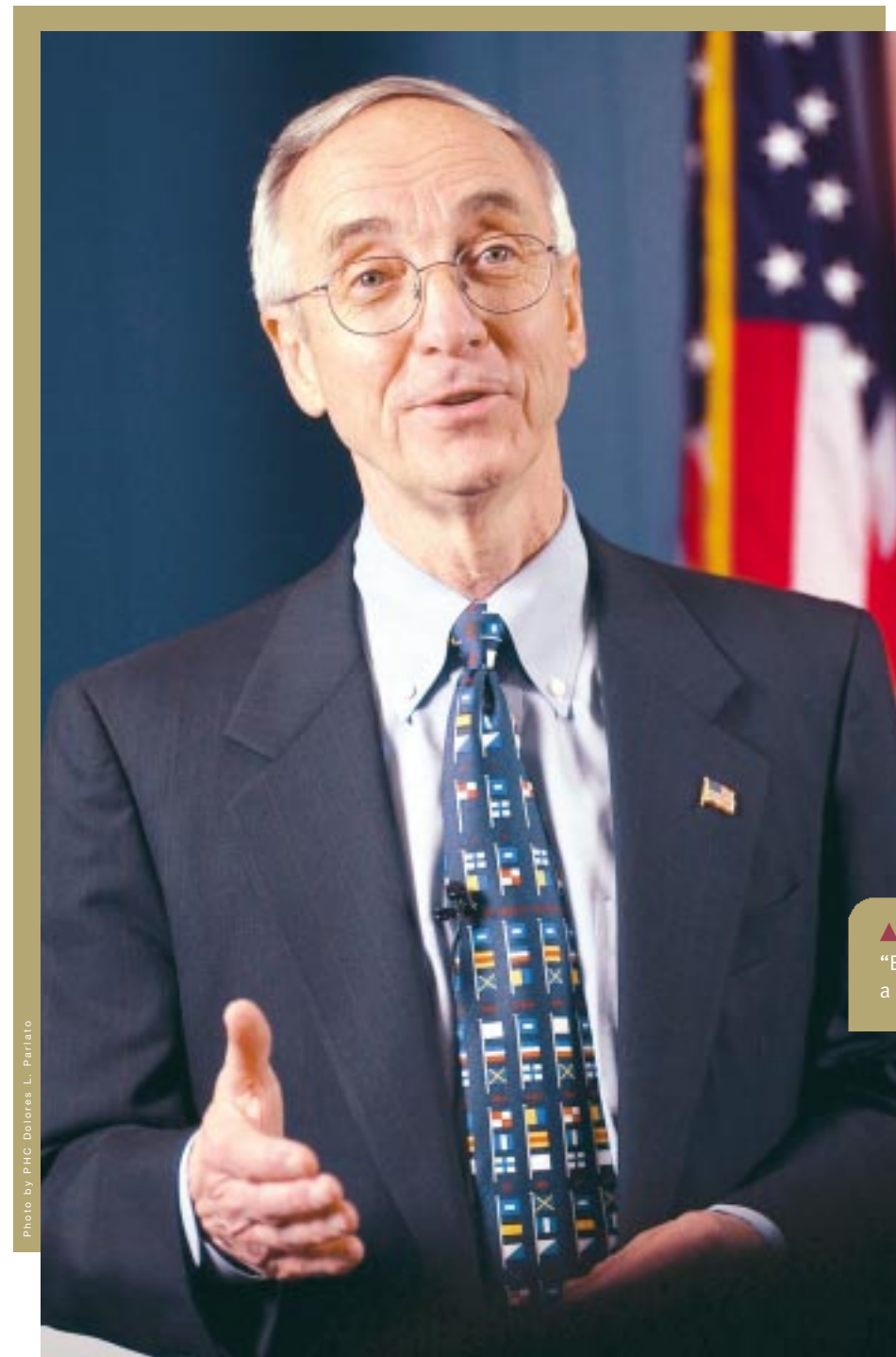
“When President Bush came into office, he realized that our people were not being recognized appropriately,” said England. “That is, we were not providing [them] the quality of service they deserved. So the President immediately raised the budget, and that was before 9/11.”

That increase in the budget is the pay raise that all service members received, plus the housing allowances and increased sea pay. A lot of funds also went into infrastructure improvements.

“That is the quality of work, quality of life. The **Chief of Naval Operations ADM Clark**, the **Commandant** and I have quality of service as our emphasis. And it’s worked.”



► **Secretary of the Navy Gordon England** (center), tours facilities at Camp X-Ray and inspects living conditions of Taliban and al Qaeda detainees. England also met with base officials concerning the progress of current and future construction at camp.



The Secretary discussed some of the initiatives. One of which is the upgrading of public and private venture housing, not just a few, but thousands of units.

And there are other pilot programs in the budget this year. “These will improve our barracks and provide barracks where we have people living aboard ship,” said England. “We want everyone to have a residence. My intent and the intent of the CNO and the Commandant and our assistant Secretary of the Navy is to eliminate poor housing for our men and women in uniform whether they be married or single.”

According to England, retention is very good. In fact, it’s at 71 percent for first-term Sailors. In response, the Navy has had to cut its recruiting quotas twice so far this year, and the Secretary thinks the Navy might have to do so again. But not too much, or the slowdown in recruiting might create a “bubble” in later years.

“Retention is very good, because we’re recognizing the value of our men and women in service,” observed England.

▲ **Secretary England’s tie** sent his message, “England expects every man will do his duty” during a recent visit to Newport, R.I.

“There is also a great sense of purpose because of the war on terrorism. But, I also believe it’s because of the recognition of the great leadership we have starting with the president, the cabinet, Secretary Rumsfeld and the service chiefs.

The SECNAV has been concentrating his focus on four areas this past year: people, technology, business practices and combat capability. Even after 9/11,

SECNAV Reflects on His Tour Thus Far

England believes these areas remain important.

“We can go out and spend \$5 billion for an aircraft carrier, and we can pull it up to the pier in Norfolk. The value of that aircraft carrier to the nation is zero,” England said. “We can put our airplanes on board and it still has no value to the nation. After we put our highly-trained and motivated people on board, then it has immense value.”

“We will also need the best technology,” England continued. “Combine technology with our leadership and people and that gives us the best combat capability in the world. We have to be able to afford both people and technology, and we do that through better business practices. I tell everybody, a

► **The SECNAV** and **CAPT Richard O’Hanlon**, commanding officer of **USS Theodore Roosevelt (CVN 71)** address the ship’s crew prior to departing on a regularly scheduled six-month deployment.

dollar is a dollar. We need to spend it wisely; otherwise we are not spending it on combat capability. At the end of the day, that is what our military is all about, combat capability. Protecting and defending our freedom.”

England said that the Navy’s part in the war on terrorism is going well. After saying how blessed he was to be working with people like Clark and **Commandant of the Marine Corps Gen. James L. Jones**, England said the Navy and its programs are doing well, both operationally and financially.

The SECNAV was pleased that the Navy and Marine Corps have worked together so well and with the other services to do the things they do, like launch fighters on long missions into Afghanistan that are eight to 10 hours long. Or put Marines on the ground as

far inland as they have with everything they need for 30 days.

As impressive as these accomplishments were, the Navy will continue to change, he said.

“The Navy has gone from signal flags to the Internet, from cannonballs to cruise missiles,” England said. “It’s important for everybody to realize we will continue to change. Change is not bad. Change is good, necessary, important and healthy for our Navy.”



Photo by PH2 Jason Scarborough

When asked about combining Navy and Marine Corps aviation, the SECNAV said that we are still “working toward that. What we want is a more effective fighting force. And hopefully, with a more effective fighting force, we’re more efficient, so we can afford a better fighting force.”

But to get to that point, the SECNAV said that we have to invest. The first investment is in our people. “Then technology, but technology is of no value without the people. So we need well-trained, well-educated, well-motivated people, which means we have to take care of our people and their families. And we

need to provide them the right technology with the right leadership, and then we will end up with the combat capability we need to defend the nation.”

The Secretary was asked about what was one thing in particular that stood out during his time in office. No mystery there: 9/11.

“Nothing comes close to that,” the SECNAV remembered. “That was such an incredible event for our naval services and for our nation.”

England recalled his meeting with the President, the defense secretary, the other service secretaries and the chiefs. “President Bush said, ‘Get ready. This is going to be a long war and the military is going to play a very important part.’ The president then went around the room pointing at each person saying, ‘Never forget, never forget ... I will never forget.’”

Several programs are moving forward to help the Navy and Marines fight that long war. One of them is the Joint Strike Fighter, or JSF, the next combat airplane for the Navy and Marines. There is a carrier variant for the Navy and Marine

Corps, a short take-off and landing version for the Marines and a version for the Air Force.

According to England, the DD(X) program is also moving along well with the contract having been awarded recently. The V-22 *Osprey* has resumed flight tests. “With V-22, we’re at low-rate production,” England said. “As soon as flight tests are over, we may accelerate that production. And there will be other new programs as we move along.”

As far as working with the CNO and Commandant is concerned, the SECNAV said he had a very good relationship. “I came to this job to work for them. So, I work for them and they work for me, which means we have this great leadership team. We have a common objective:

conditions or in combat itself. But injuries and fatalities happen, and ways must be found to minimize them.

“My view is, if you care about people, if you love them, then you find a way to prevent accidents. And it’s the leadership’s responsibility and everyone’s responsibility to fix things in our workplace and our personal lives so that people do not get injured, maimed or killed just doing their job, or off on liberty in between their jobs. There’s a strong message here. We care about our people. When you care about your people, you take care of them. So safety is very, very important.”

When asked about how naval forces will continue to train without the use



Photo by PH1 Michael Werner

our men and women in uniform and the defense of our nation and our friends and allies around the world.”

On the subject of safety, the SECNAV said we could be doing a better job. He said that the military is an inherently dangerous place to work, whether personnel are training in near-combat

of the (Puerto Rican) island of Vieques, the SECNAV said that this has never been a Vieques issue, but rather an issue about how the Navy trains people more effectively.

“What we would like to do is find better ways to train people and not be ‘wedded’ to one spot on the surface of

the earth,” the SECNAV said. “I’d like to be able to train while you’re at sea and not have to come back to Vieques. We’ve had a study underway that was commissioned last fall and I should be getting a readout on that ... from the Center of Naval Analysis.”

England continued, “My hope and expectation is that they will come through with recommendations about how we can train more effectively as we go forward.”

So, how is it being Secretary of the Navy?

◀ **Secretary of the Navy Gordon R. England** inspects the recruit rifle team during the Recruit Pass in Review Ceremony held at **Recruit Training Command (RTC) Great Lakes, Ill.** England presided over the ceremony, which marks the completion of nine weeks of Navy basic training. More than 55,000 enlisted Sailors start their Navy careers annually at RTC Great Lakes.

“This is a very busy job,” he said. England said that he feels blessed to have been appointed to this office, and it had been an honor and a privilege to serve. “It’s a rare opportunity in life to be able to do something like this, particularly at this time in our nation’s history. I’m glad to be able to be helpful to our Sailors and Marines this past year.”

“People ask me if I’m having fun. This job is rewarding, stimulating. This is a terrific job to have. You can affect people’s lives, affect the nation, affect the world. It’s not fun ... it’s hard work, but I wouldn’t trade it for anything.”

More news about the Secretary of the Navy can be found online at the Navy NewsStand at www.news.navy.mil, then search for “SECNAV.”

Gunder was formerly a photojournalist for All Hands magazine, currently attached to USS Harry S. Truman’s (CVN 75) Public Affairs office

In the dark of night, a 150-foot yacht packed to the gunwales with explosives slowly steams toward Naval Station Norfolk. Aboard is a crew of 10 terrorists. Their mission is to detonate their deadly cargo as close to the East Coast Navy base as possible.

As they prepare to cross into U.S. territorial waters, the terrorists think they are home free; but they didn't consider the dedicated group of Sailors and Coast Guardsmen who have been following their every move.

Fully armed and ready to roll, USS Tempest (PC 2) bears down on them, ordering them to stop to be boarded. Knowing they have no chance to achieve their objective, and refusing to be captured, the terrorists detonate their malicious cargo, destroying themselves and their vessel safely away from the intended target.



Defending Homeland Harbors

**Coastal patrol Sailors
and the Coast Guard team up
to make sure our nation's ports
and waterways are protected.**

▲ **Locked and loaded**, with *Tempest* at their backs, the RHIB crew keeps a watchful eye on a suspicious vessel while the LEDET performs their search.

NOT EXACTLY THE TYPE OF THING WE'D LIKE TO IMAGINE so close to one of our largest naval stations, but that's exactly the reason these Sailors are patrolling day in and day out, doing their part to make sure our ports and waterways are protected.

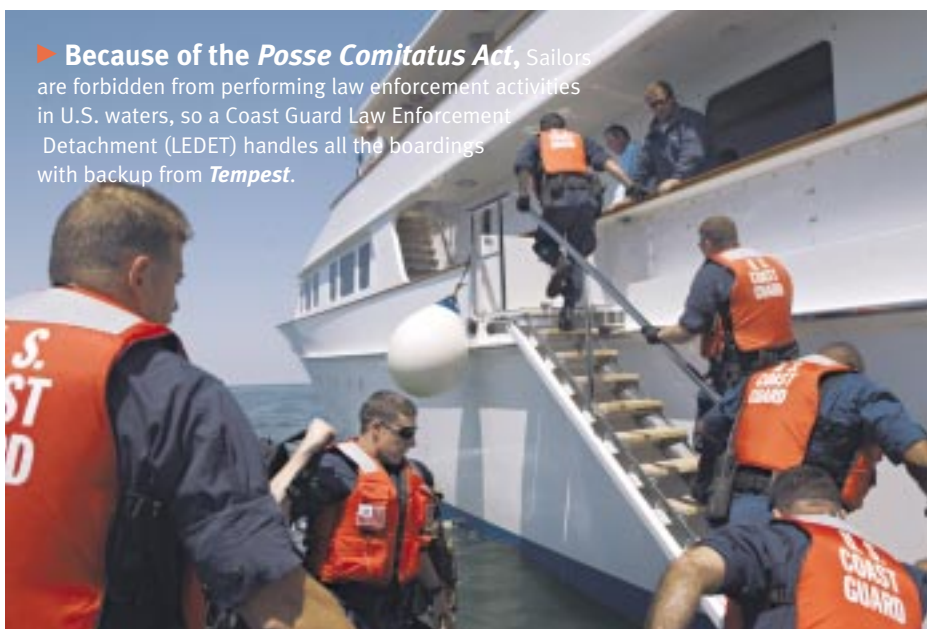
"We're out there on the water showing our flag, and people feel safer knowing we're out there," said **Chief Engineman (SW) John Warner**, *Tempest's* chief engineer.

In the past, the main mission of the Navy's coastal patrol boats (PCs) was to support the Special Warfare (SPECWAR) community around the world. But today, their job is to prevent and deter those who would cause harm to innocent Americans in our own waters.

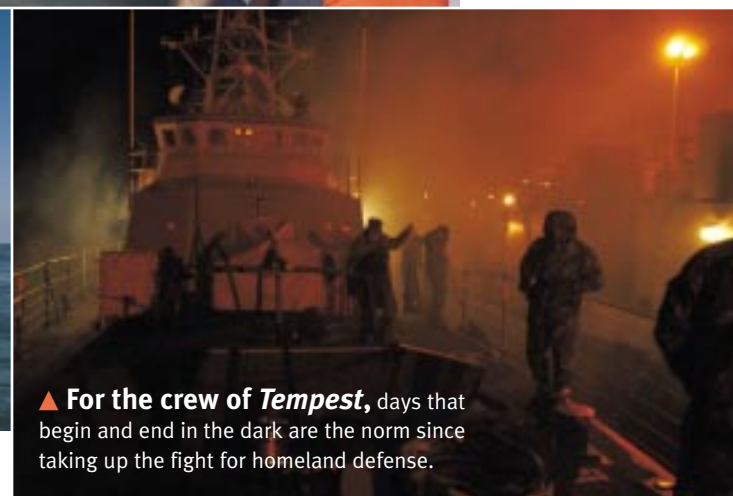
"Since the shift from the SPECWAR arena, the operational tempo has stayed the same, but the mindset is different. We've gone from being super-secret to making sure everyone out on the water knows we're on station," said **LT Eugene Brown**, *Tempest's* operations officer.

Defending Homeland Harbors

► Because of the *Posse Comitatus Act*, Sailors are forbidden from performing law enforcement activities in U.S. waters, so a Coast Guard Law Enforcement Detachment (LEDET) handles all the boardings with backup from *Tempest*.



▲ Cruising slow circles around the *Jamaica Bay*, a vessel tracked by the Coast Guard and boarded before entering port, *Tempest* stands by to provide assistance or fire cover for the LEDET.



▲ For the crew of *Tempest*, days that begin and end in the dark are the norm since taking up the fight for homeland defense.

blistering 175 rounds per minute, as well as many other small arms, a would-be terrorist should think twice before trying to make a run past these guys.

Due to the *Posse Comitatus Act* – a law that limits the use of the military for civilian law enforcement, each PC assigned to homeland defense is teamed up with a **Coast Guard Law Enforcement Detachment (LEDET)**, consisting of six Coast Guard personnel. The LEDETs perform the actual boarding of suspect vessels and, if needed, arrest their crews.

“At first, it was a little confusing integrating the Navy and Coast Guard assets,” said Warner. “We had to figure out the rules of engagement, the level of interaction with the Coast Guard boarding teams, and what the parameters were for use of force,” he continued. “But the LEDETs are a good bunch of guys and understand the mission; so we work together well.”

With a crew of about 28, cross training is a way of life aboard the PCs. “Whether it’s fire support or damage control, everyone needs to know everyone else’s job for a crew of this size to function,” says EN1(SW) **Scott Peddle**, the main propulsion assistant on *Tempest*.

“One minute, I’ll be standing Engineer Officer of the Watch, and 10 minutes later, I’ll be on the RHIB (rigid hull inflatable boat) with a M-4 carbine in hand, making sure people on the ships the Coast Guard detachment board don’t misbehave,” continued Peddle.

When *Tempest* is in its home-port, Naval Amphibious Base Little Creek, they’re usually on “B-2” or “B-24.” B-2 status means they have the whole crew, including the LEDET, either on board or where they can get to the ship and be ready to roll within two hours; while B-24 allows the crew 24 hours to

With a top speed of 35 knots and **two 25mm chain guns capable of pumping out a blistering 175 rounds per minute**, as well as many other small arms, a would-be terrorist would think twice before trying to make a run past these guys.

▲ As *Tempest* escorts cruise ship *Norfolk*, SM2 Marc Jester carefully monitors the landmarks and calls them out to the pilot house.

Defending Homeland Harbors

get underway.

The alert status rotates between the PCs in Little Creek, allowing at least a little down time while keeping good coverage of the area's waterways.

"It's an important job we're doing out here," said **Electrician's Mate 3rd Class Steven Weimert**. "It gets a little tedious sometimes, but we know we're making a difference."

Tempest's daily routine consists of numerous rendezvous with two different groups of ships – high-interest and high-value. High-interest vessels are ships the Coast Guard has expressed an interest in

and wants to board and search. High value assets are vessels, such as cargo ships that carry dangerous materials including natural gas or liquid propane, or cruise ships that need to be escorted into port to keep them from possible danger. They also guard numerous Navy ships transiting in and out of the Norfolk harbor.

In October, *Tempest* and the other Little Creek PCs will move out from under the SPECWAR umbrella and into Commander, Naval Surface Force, U. S. Atlantic Fleet's control. Mission-wise, things won't change much in the foreseeable future and homeland defense will stay their main job. But, Sailors on *Tempest* view PCs as good duty.

"Since we are such a small crew, we spend a lot of time together in close quarters; so we really have to get along with one another," said Weimert. "When you have a tight crew, it makes it a lot easier to get the job done, and it's better than being just a face in the crowd at a large command," he added.

"I've been an independent duty corpsman for 10 years," said **Hospital Corpsman 1st Class (FMF) Florentino Farmerio**. "I just wish I had known about the PC community then. It's the best duty I've ever had."

Tempest and her crew will deploy to Galveston, Texas, this summer to carry on the fight against terrorism at some of the busiest ports in the United States. Though the time away from friends and family is hard, they know they are doing an important job.

"It's a tribute to the PC crews and their professionalism to keep doing these high-tempo operations with no end in sight," said Brown. "Professionally, I'm very proud to be doing real-world missions [to protect] the United States." ■

Houlihan is a photojournalist assigned to All Hands

◀ **The sight of *Tempest*** should make any terrorist think twice before they commit acts of terrorism in our nation's waters.



► After receiving an aft boat ramp modification in 1998, recovering boats night or day is no problem for *Tempest's* seasoned crew. RHIB's used to have to be raised on board with a boom, making recoveries in heavy seas extremely difficult.



▲ Being such a small, tight-knit community, the crews of other PCs are always willing to lend a helping hand when another boat pulls in.



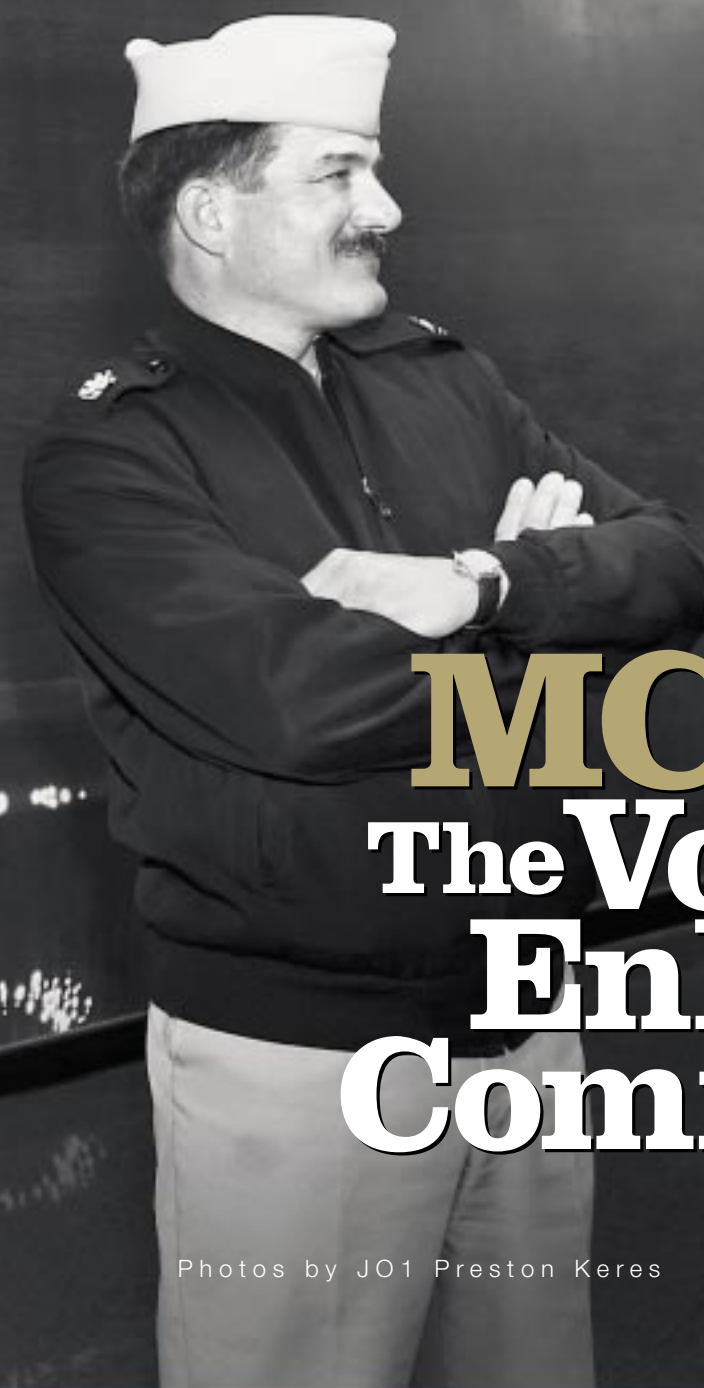
▲ **Homeland Defense** is serious business, but when time allows **ENC (SW) John Warner** and **HM1 (FMF) Florentino Farmerio** take a well-deserved break on the boat deck.



"It's an important job we're doing out here," said Electrician's Mate 3rd Class Steven Weimert. "It gets a little tedious sometimes, but we know we're making a difference."

OUR PRIDE RUNS DEEP.

NAVY



MCPON: The Voice of the Enlisted Community

Photos by JO1 Preston Keres

THE *WINDS OF CHANGE*, WRITTEN by Charlotte D. Crist in 1992, chronicled the first seven Master Chief Petty Officers of the Navy. In the forward of Crist's book the words of former Chief of Naval Operations **ADM Elmo R. Zumwalt** (1970-1974) ring just as true today, and the current office remains vital to today's enlisted community and the welfare of the United States Navy.

"When the Office of the Master Chief Petty Officer of the Navy was created in 1967, the U.S. Navy took a giant step forward in tapping the leadership capabilities of its enlisted force. In the act of adding an extra gold star to a master chief's crow, the senior levels of command were, in effect, saying to the enlisted





▲ One of many ways MCPON communicates with the fleet is through the “MCPON Minute,” a short news brief where he’s able to discuss current issues affecting the fleet.

MCPON: The Voice of the Enlisted Community



▲ The MCPON is regularly approached by civilian and military media as a source on Navy policy matters. Because of that, he receives media training when he assumes the office, so he can be better prepared to handle their inquiries. Here he undergoes that training in Washington, D.C.

P R O T E C T C O M P U T E R P A S S W O R D S



▲ It’s not often you’ll find the MCPON in his office, but whether at his desk or on the road, he is constantly working matters for the fleet. The job is so demanding, he finds himself at work before 6 a.m., and he usually leaves after 6 p.m. And then there are the evening functions he attends as the representative of the Navy’s enlisted community.

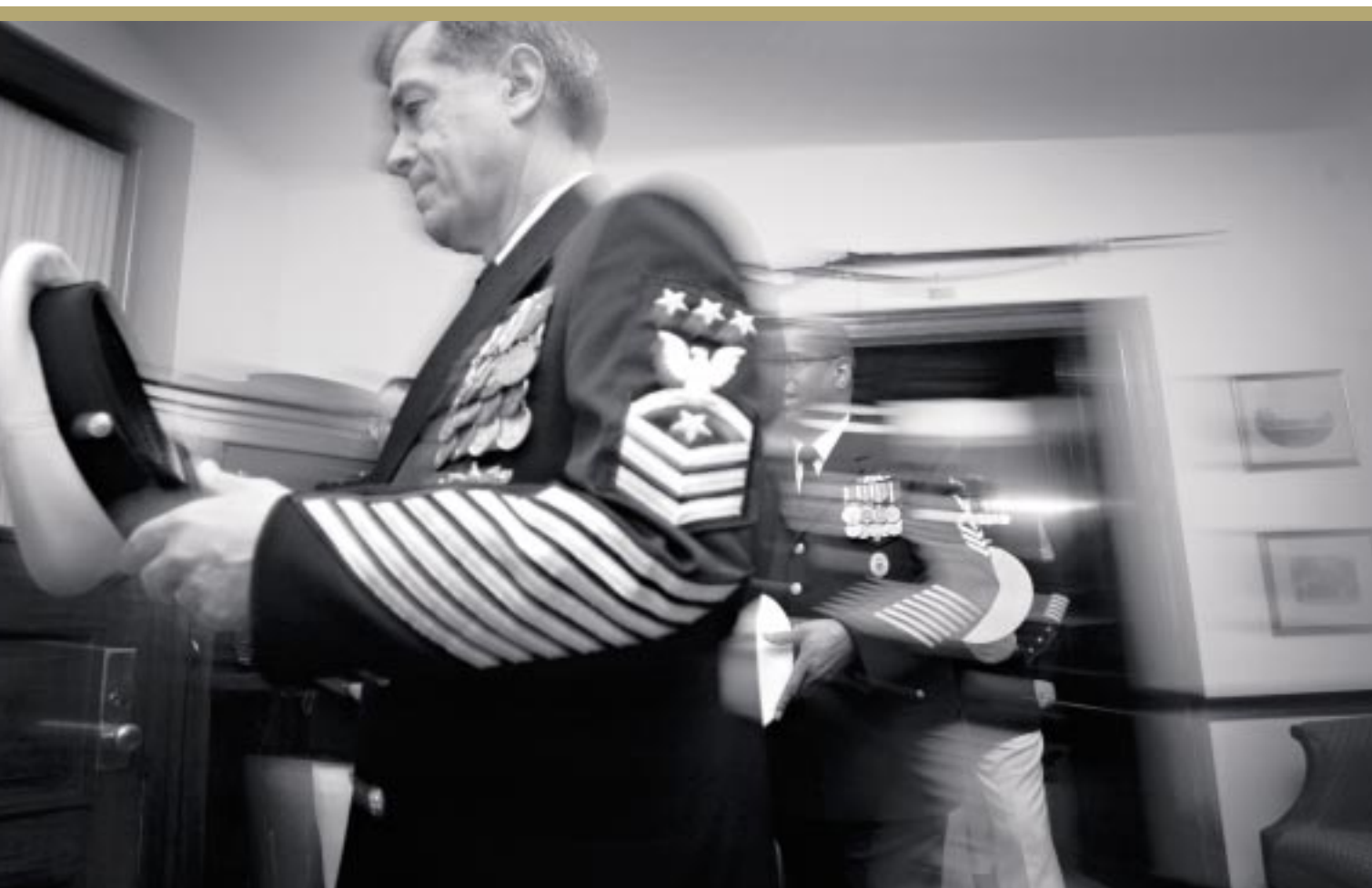


▲ On the road more than 250 days a year, MCPON travels to hundreds of bases and ships around the globe to meet face-to-face with Sailors.

community, we respect and value your opinion, we need your input and we will listen and act.

And just as they have met the challenges of war and peace for more than two centuries, the enlisted community has responded in a way that not only silenced the ‘doubting Thomases,’ but amazed those who initially believed. No one could have known 25 years ago that the office would grow into the position of influence and credibility it enjoys today. No officer, regardless of his position in the chain of command or Washington bureau, commands more respect, gains quicker access or is listened to more intently than the Master Chief Petty Officer of the Navy. Congressmen, Secretaries of Defense and the Navy, Chiefs of Naval Operations and Naval Personnel, and many, many others have benefited from the sage counsel of the MCPON. For his voice is not only

A U G U S T 2 0 0 2 • A L L H A N D S



▲ He was the Navy's senior enlisted Sailor, and his sleeve shows it. MCPON Herdt hustles to yet another ceremony, proudly representing the enlisted community.

MCPON: The Voice of the Enlisted Community



▲ Wherever MCPON is, it's a sure bet you'll find his staff in the background, taking care of the details that free him to do his job. Here, JOC(SW) Brian Roscoe (left), YNC(SW/AW) Rachel Costello and YN1(SW) Mathew Frontz ensure the MCPON change of office will run smoothly.



► MCPON Herdt (right) introduces newly-named MCPON Scott to Secretary of Defense Donald Rumsfeld in the secretary's spaces at the Pentagon.



▲ MCPON Scott rarely misses an opportunity to share a moment with a Sailor. Here, he jokes with SN Seth Williams before being whisked off to a reception.

the voice of personal experience, but of the broad and ever-changing spectrum of the enlisted experience.

Today, when there are so many avenues of communication open to modern Navy Sailors, it is difficult to imagine the breadth and depth of the gap that the first MCPON was asked to bridge in 1967." ...

Before 1966, the enlisted Sailor didn't have a voice in Congress or among senior leadership in Washington, D.C., including the CNO's office. But in 1967, with MCPON Delbert D. Black, things began to change. Being the first to give the enlisted Sailor a voice at that level, issues were not only heard, they were taken care of, often benefiting the most junior Sailors.

Since then there have been many milestones and hurdles the office has overcome to enhance quality of life. The eighth MCPON, John Hagen, was the key spokesman for allowing the



▲ **With his life so fast paced**, MCPON's staff sometimes only gets the time between meetings to keep him informed of any impending business or updates to his schedule.

MCPON: The Voice of the Enlisted Community



▲ **As is common with many Sailors** around the fleet, **MCPON Scott** joined the ranks of the geographic bachelors during his first few months in Washington, D.C. But the mission must go on, as he talks with the fleet master chiefs on a daily basis to keep attuned to Sailors' issues.

K E E P Y O U R O W N C O U N S E L



▲ **In 1967, the Department of the Navy** established the office of the Master Chief Petty Officer of the Navy. Just up the hill from the Pentagon, the MCPON calls the Navy Annex home, where it has been since its inception.



▲ **Whether visiting the "old salts" or the newest Sailors**, MCPON always draws a crowd of Sailors eager to shake his hand and say hello.

A U G U S T 2 0 0 2 • A L L H A N D S

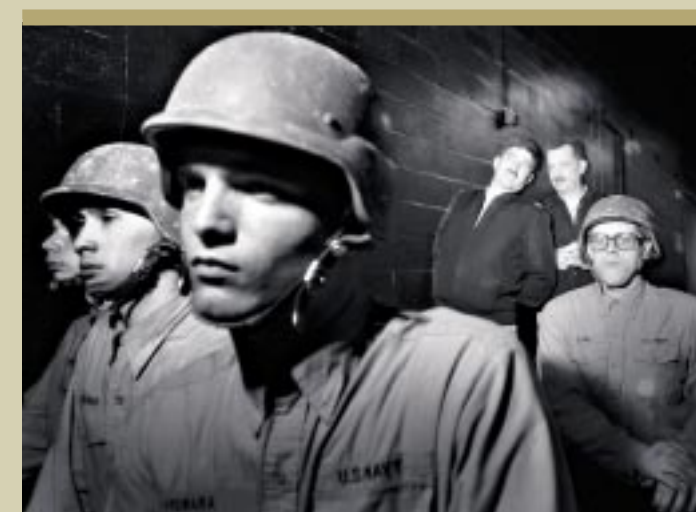


▲ **When the Chief of Naval Operations visits** the fleet, MCPON is often right by his side. This relationship encourages increased communication between the officer and enlisted communities.

enlisted single Sailor to live off the ship when in port. Before this policy change, all single Sailors called the ship home, whether pier side or underway.

Now, **MCPON Terry Scott** shoulders the responsibilities as he executes the duties he took over from **MCPON Jim Herdt**, continuing to address the Quality of Service issues that face the enlisted Navy community. **ES**

Keres is a photojournalist assigned to All Hands



▲ **STGCS(SW) Scott Darling, Battle Stations LCPO**, has MCPON's ear and updates him on changes in recruit training at bootcamp during his first official visit to Great Lakes, Ill.

It has been 100 years since the Navy commissioned its first destroyer, USS *Bainbridge* (DD 1); then known as a “torpedo boat destroyer.” Today’s descendants may look similar from the outside, but on the inside, these high-tech vessels of war have replaced the long-retired battleships as the most heavily armed surface ships in the Navy.



To commemorate the Destroyer Centennial in 2002, *All Hands* takes you inside one of the Navy’s newest destroyers, USS *Ross* (DDG 71) during her deployment to the Mediterranean Sea. This is a look at the true heart of a destroyer; not her powerful gas turbine engines, but her Sailors – a crew that is bonded in a way only possible aboard a “tin can.”

100 YEARS AND STILL GOING STRONG

THIRTY-TWO DAYS WAS ALL THAT WAS LEFT ON *ROSS*’ DEPLOYMENT WHEN *All Hands* came to visit. There was no aircraft carrier in the Med. Carriers and other naval forces had been concentrating in the Arabian Gulf and surrounding waters, as part of Operation *Enduring Freedom*. But someone still had to keep watch on the Mediterranean region, a busy place, with parts of Europe, Africa and the Middle East only a few days sailing distance away from each other.

That job fell to the ships of Destroyer Squadron (DESRON) 28: USS *Ramage* (DDG 61), USS *Hayler* (DD 997) and USS *Ross*.

Ross and *Ramage* are *Arleigh Burke*-class destroyers, two of the most powerful surface combatants ever put to sea. What gives them their edge is the *Aegis* combat system and its SPY-ID multi-function, phased-array radar. *Hayler* is a Spruance-class destroyer.

▲ Despite the ship’s *Aegis* combat system, *Ross* still needs Sailors like SN Douglas Bartley to make sure the way ahead is safe as destroyermen did 100 years ago.

► **FC2 Shannon Buckland**, who helps maintain the fire control systems for the ship's *Tomahawk* missiles noted, "I would not choose another class ship to be on. You can't get this kind of camaraderie in a normal nine-to-five job. 'Small boys' are the only way to go."



▲ Just because the cruise is almost over doesn't mean the heat is off. **USS Ross (DDG 71)** found the Med can be a busy and dangerous place.

During her time on station, **Ross** zipped back and forth across the Med., responding to various taskings, sometimes in the company of the destroyer squadron, sometimes alone. The ship helped mariners in distress, including those aboard an adrift oil rig, and she conducted maritime interception operations against suspect vessels.

"We were out more than 200 days last year. It never slows down," said **Fire**

Controlman (SW) 2nd Class James Blair, of the ship's Combat Systems division. "Destroyers are cheaper to operate than carriers, but more heavily armed than frigates. Therefore, we're more likely to get deployed if there's a need."

According to the Navy's director of Surface Warfare, that's the way it's always been for destroyers.

"Destroyers have been sailing in harm's way for a century now," said



100 YEARS AND STILL GOING STRONG

◀ **On Ross**, it doesn't matter what rate you are, everyone helps out. **FC2 Douglas Hill** (far right) stands ready to haul lines during an underway replenishment.

◀ **There are plenty of training opportunities** on a gas turbine-driven ship. **GSM3 Nigel Duguid** (right) goes over an engineering-related topic in one of the ship's engine rooms with **ENFN Damion Sly**.



Christine Hennessy, **Ross'** cryptologic officer. "All you have to remember is that there are three passageways that run the width of the ship on the main deck, and what rooms there are on each level."

As you find your way around a destroyer, you start to meet her Sailors, all of whom have come to know each other very well during the past five months.

Knowing each other helps all the "parts" of the crew work closely together, meshing like the gears of a clock. On a destroyer like **Ross**, there aren't that many pieces, so what few there are move even faster and do more.

"Things happen so fast here, because every single person in Deck Department, and everywhere else on this ship, knows exactly what they're supposed to be doing and does it," said **Boatswain's Mate 1st Class (SW) Michael Lee**, Deck Department's leading petty officer. "The crew is so tight here, sometimes it's

RADM Phillip Balisle. "They've evolved from being a small-but-lethal single-mission warship into today's sophisticated and powerful multi-mission combatants. These versatile ships have proudly served our country from World War I, to our current war on terrorism. And they will continue their proud tradition of sacrifice and service to our nation well into the future."

Compared with other modern Navy

ships, like carriers or large-deck amphibis, a destroyer is small. On an aircraft carrier, it could take you a month just to find your way around. On a destroyer, going from your berthing area to the galley, and on to your workplace might take you through most of the vessel; it's only about 500 feet from bow to stern.

"It took me only about one week to learn my way around my first DDG, **USS McFaul (DDG 74)**," remembered **LTJG**

1000 YEARS AND STILL GOING STRONG



▲ **Serving on a “tin can” is a unique experience** for the Sailors aboard **Ross**, including **GSM3 Anner Reyes** of the ship’s engineering department. Most Sailors love working in a place where they know everybody else. They wouldn’t have it any other way.



▲ **BM1(SW) Michael Lee pulls the flight deck crew together** to begin a FOD walkdown. **USS Ross** is a pre-Flight IIA version, which means it doesn’t have a helicopter or a detachment embarked.

almost like they can read each other’s mind. That’s the way it is out here, because each other is all you have.”

And being able to rely on one another is exactly what they need. When one of the ship’s rigid-hulled inflatable boats (RHIB) capsized recently during boat operations, there was no shortage of help available.

“All of a sudden, we had all these guys topside, ready to help in any way they could,” remembered **BMSN Glenn Farmer**. “I could’ve said ‘Hey, I need three guys,’ and they would’ve come out of nowhere. It didn’t matter who they were, they just wanted to help.” (As it turned out, everyone was pulled safely from the capsized RHIB.)

Besides being players on a very small team, destroyer Sailors find they have to be flexible. That’s because no one on board knows what each new day will bring. They found out just how flexible they had to be on Sept. 11.

With **Ross** in her homeport at Norfolk, the crew was pretty well dispersed that day. **Command Master Chief (SW) Scott Bell**, recounted how the crew was able to mobilize for an emergency sortie; despite undergoing

heavy maintenance while pierside, with fresh non-skid being laid on the flight deck.

“The ship was told to get underway from Norfolk in four hours; the crew did it in three,” said Scott. “In fact, we had to leave [some members] of the crew on the beach who were in school or had appointments. Even our commanding officer was away at a conference, but we still did it. Everyone reads in the papers about how the carriers got on station so fast, but it was actually the destroyers that got there first.”

Destroyer crews take pride in their ability to be the first on scene, attributing it to their level of training. It all goes back to what retired **ADM Arleigh Burke** said during the commissioning of the first of the class of ships that bear his name (DDG 51) back in 1991: “This ship is built to fight. You’d better know how.”

“When my chief says, ‘OK, we’re going to have a gun shoot today,’ I don’t even have to ask what he wants,” said **Gunner’s Mate 1st Class (SW) Stephen Langone**. “I know he wants flak jackets out, ammo pre-staged, and so forth. We come together to make it work. All the gears mesh together.”



▲ **HT2(SW/AW) Adonnis White** gets an early start (by 11 months) on next year’s first class exam (he wants to be ready) while **FN Olivia Walston** makes notes in her ESWS book.

1000 YEARS AND STILL GOING STRONG



▲ The ship's Visit, Board, Search and Seizure (VBSS) team prays for a safe return before setting out on a maritime interception operation.

With everyone meshing on a small ship, they come to know each other very well. "The crew here knows each other so well that they understand how each other feels, and might even know what 'buttons' to push," said Bell. "And if

someone's down, chances are that someone else will notice and help pick up that person."

After a while, they get so familiar that, according to Scott, someone could be in the chow line at breakfast, ready to order his eggs, and the

cook doesn't even have to ask how he wants them. He already knows. He may also know how every one of the 300 or so other crewmen like their eggs done too.

Seeing the same faces all the time might be grating to some, but to others it helps them get through a six-month deployment.

"On board here, there's always one

person you can turn to to give them your deepest thoughts," noted **Signalman 1st Class Reginald Perry**. "That's how we get through the cruise. I know one guy who got in a bit of trouble, but he had a lot of friends who helped bring him back up. Now he's one of the top performers in our division."

Sometimes, the friendships formed on a destroyer can last a lifetime, if not longer.

"My grandfather was on **USS Charles P. Cecil (DD 835)** during Korea," said **Fire Controlman 2nd Class Shannon Buckland**, "and he always talked about how close the crew was. To this day, several guys from that ship still come to visit my grandmother, or at least call and check on her, even though my grandfather passed away several years ago. I feel I have already made friends like this in the short time I have been here."

The closely knit Sailors on **Ross** love what they do, and they're proud to be one of the first ships on station in the event of a crisis. It's all part of serving their country on a "tin can." They're on a ship that's built to fight, and they do know how. ☞

Gunder, formerly a photojournalist assigned to All Hands, is currently attached to USS Harry S. Truman (CVN 75) Public Affairs office



▲ **GM2(SW) Desmond Smith** is awarded his Enlisted Surface Warfare Specialist pin. Most destroyer Sailors agree that on **Ross**, you are more likely to be part of an evolution rather than an onlooker, and therefore learn your ship faster.



► It may look like a chorus line, but this working party represents a cross-section of the rates aboard **USS Ross (DDG 71)**.

The Thrift Savings Plan

The Thrift Savings Plan

TSP

The Thrift Savings Plan (TSP) Open Season for service members will be **Oct. 15** through **Dec. 31, 2002**. This retirement and investment plan, available to civilians since 1987, was opened to the Armed Forces in 2000. If you want to enroll, here's what you have to do.

Navy Pay and
Retirement 2002

- See your disbursing office during the “open season” from **Oct. 15** to **Dec. 31, 2002**.
- Choose which investment plan is right for you. To help you decide, we've explained the five TSP funds:

(1)

Government Securities Investment (G) Fund

This fund is invested in short-term non-marketable U.S. Treasury securities that are specially issued to the TSP. This one is free from fluctuations in the value of securities due to changes in overall market rates. This is the safest of the funds.

(2)

Fixed Income Index Investment (F) Fund

This fund is a mix of U.S. Treasury and federal agency securities corporate bonds (both within and outside the United States), mortgage-backed and foreign-government securities (although traded in U.S. dollars). This fund offers the opportunity for increased rates of return over the long-term, as compared to the G Fund. But the possibility exists for negative returns, which result in losses.

The next three are stock index funds. They give you the ability to diversify your investments among a broad range of stocks.

(3)

Common Stock Index Investment (C) Fund

This is a large company stock fund. It follows the Standard & Poor's 500 (S&P 500) stock index, which consists of 500 stocks, making up about 77 percent of the market value of U.S. stock markets. The risk is that the value of stocks can decline sharply, resulting in a loss.

(4)

Small Capitalization Stock Investment (S) Fund

This is the TSP's small and medium company stock fund. The S Funds tracks the Wilshire 4500 stock index, which consists of the common stocks of smaller companies not included in the S&P 500 index. Stock of small and medium companies tend to be more volatile than the stock of those in the C Fund's S&P index.

(5)

International Stock Index Investment (I) Fund

This is TSP's international stock fund. The I Fund tracks the Europe, Australia and Far East (EAFE) stock index, which consists of common stocks of large international companies in 20 countries. I Funds tend to be more volatile, and therefore riskier than C or S Fund investments. Also, international investments carry the risk of foreign currency fluctuations.

Decide how much you want to invest. Members will initially be able to contribute up to 7 percent of their basic pay. That limit will rise to 10 percent by 2005 and become unlimited by 2006. There is no limit to the amount of special pays, bonuses and incentive pays members can contribute.

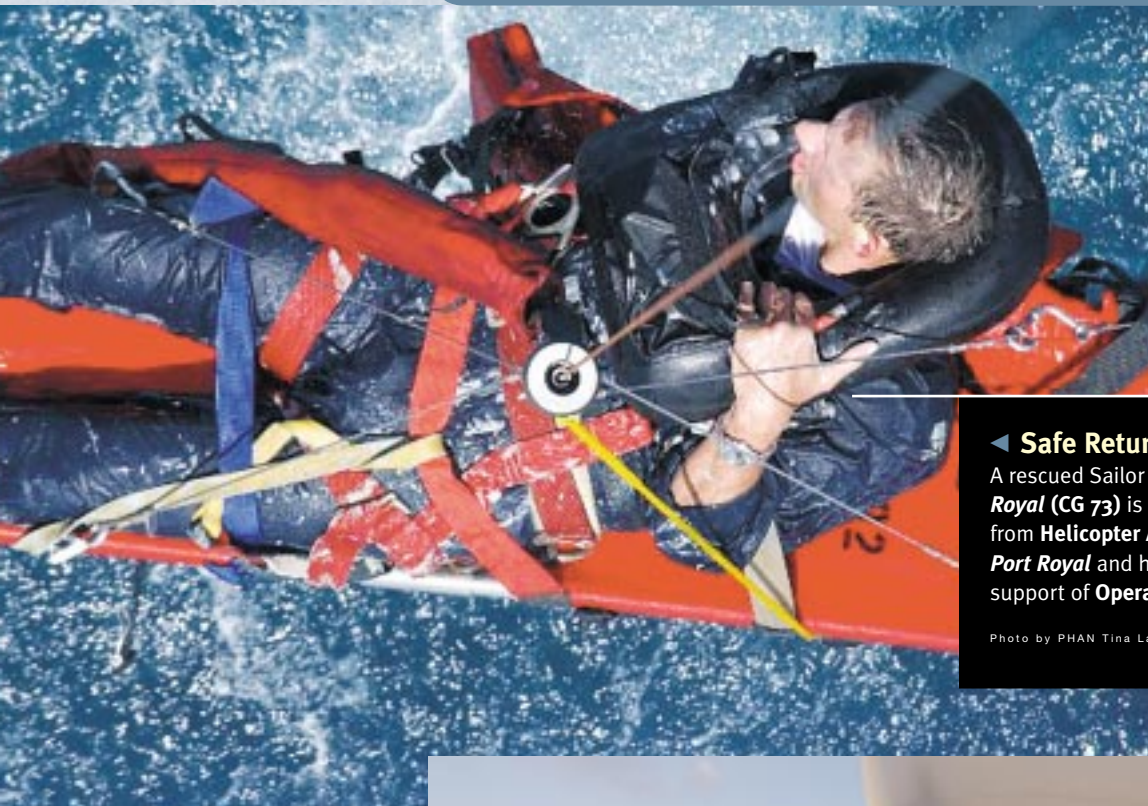
Service members pay no federal or state income taxes on contributions or earnings until they're withdrawn.

For more information about the Thrift Savings Plan, go to:

www.tsp.gov

Eye on the Fleet

Eye on the Fleet is a monthly photo feature sponsored by the Chief of Information Navy Visual News Service. We are looking for **high impact**, quality photography from **Sailors** in the fleet to showcase the American Sailor in **action**.



◀ Safe Return

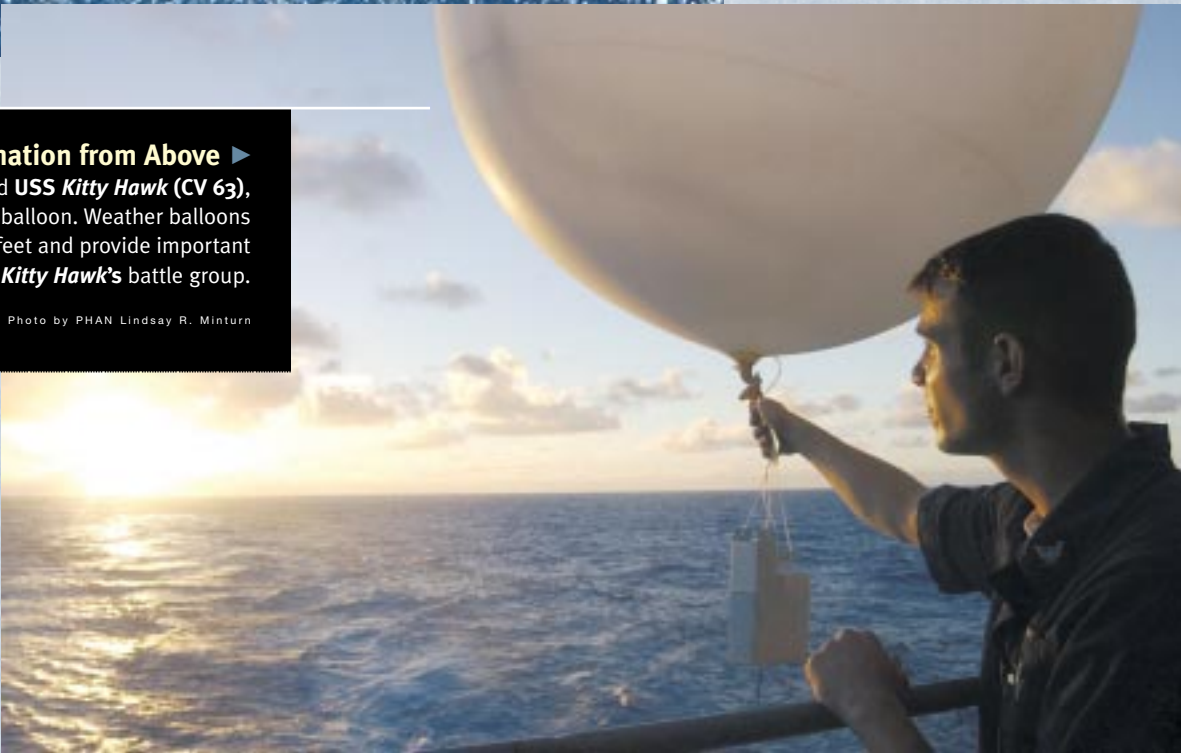
A rescued Sailor who fell overboard from **USS Port Royal (CG 73)** is hoisted into a rescue helicopter from **Helicopter Anti-Submarine Squadron (HS) 8**. **Port Royal** and her battle group were deployed in support of **Operation Enduring Freedom**.

Photo by PHAN Tina Lamb

Information from Above ▶

AG3 Keith Phillips, on board **USS Kitty Hawk (CV 63)**, prepares to launch a weather balloon. Weather balloons rise to a height of 20,000 feet and provide important weather data for **Kitty Hawk's** battle group.

Photo by PHAN Lindsay R. Minturn



▼ First Strike

The ground combat element of the 31st Marine Expeditionary Unit (MEU) Special Operations Capable (SOC), participates in jungle survival training, with the help from a local Thai military instructor, during **Exercise Cobra Gold 2002**.

Photo by PH2 Aaron Ansarov



◀ Earth Movers

EO3 Michael T. Emberton digs a trench for a waterline during a construction project. Emberton and the Seabees attached to **Naval Mobile Construction Battalion (NMCB) 40** were working on various construction projects throughout the island of Guam.

Photo by PH3 Lamel J. Hinton



Deep Thoughts ▶

ENCM(MDV/SW) Steve Wiggins prepares to enter the water for a dive on the Civil War-era wreck of the ironclad **Monitor** off the coast of Cape Hatteras, N.C. Wiggins participated in the efforts to recover the gun turret of the historic warship submerged 230 feet below the surface.

Photo by PH1 Chadwick Vann



Eye on the Fleet

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◀ Desert Taxi

An **MH-53E Sea Dragon Airborne Mine Countermeasures (AMCM)** helicopter assigned to **Helicopter Mine Countermeasures Squadron (HM) 14, Det. 1**, gets its preflight check at Sheik Isa Air Force Base, Bahrain. The **Sea Dragon** will carry U.S. Navy SEALs, Explosive Ordnance Disposal team members and special forces from Bahrain during their parachuting re-qualifications in support of **Operation Enduring Freedom**.

Photo by PH2 Michael Sandberg

▼ Tight Fit

AD3 Eric Coleman removes a T-56 intake from a **P-3 Orion** aircraft during routine maintenance and repair at Naval Air Facility, Misawa, Japan.

Photo by PH2 John Collins



◀ Ready Response

Crash and salvage personnel aboard **USS Nassau (LHA 4)** stand by in case of any emergencies during flight deck evolutions. **Nassau** is underway in support of exercises off the coast of North Carolina.

Photo by PH1 Anibal Rivera



▲ A Stitch in Time...

SM2(SW) Donald Edwards on board **USS La Salle** mends a seam on a signal flag before hoisting it high on the mast of the auxiliary command ship.

Photo by PH2 Todd Reeves

Radiant Radar ▶
QM3 Nicholas Coleman monitors an SPA-25-G radar console aboard **USS George Washington's (CVN 73)** navigational bridge. **George Washington** is on a regularly scheduled six-month deployment conducting missions in support of **Operation Enduring Freedom**.

Photo by PHAN Andrew Morrow



To be considered, forward your **high resolution (5" x 7" at 300 dpi) images** with full credit and cutline information, including **full name, rank and duty station**. Name all identifiable people within the photo and include important information about what is happening, where the photo was taken and the date. Commands with digital photo capability can send attached .jpg files to: navynewsphoto@hq.navy.mil

Mail your submissions to:
Navy Visual News Service • Naval Media Center
2713 Mitscher Rd., S.W., Anacostia Annex, D.C. 20373-5819

For a new **Eye on the Fleet** everyday, click on the **Navy NewsStand's** home page, www.news.navy.mil, for fresh images of your shipmates in action.

Eye on History

Eye on History is a monthly photo feature sponsored by the Naval Historical Center.

For more photos pertaining to naval history, go to www.history.navy.mil.



◀ **1956**
Crew members aboard **USS Essex (CVA 9)** repair HU-1 helicopters.



▲ **1947**
A Sailor is working on a Sikorsky observation helicopter, HO 351, on board **USS Midway (CVB 41)**.



◀ **1968**
An SH-3 helicopter from **Helicopter Squadron (HS) 8** is refueled in flight by **USS Carpenter (DD 825)** in the Gulf of Tonkin.



▶ **1951**
Marines climb out of a UH-34D helicopter atop Hill 812 in Korea.



▶ **1978**
A Light Airborne Multi-Purpose System (LAMPS) helicopter takes off from **USS William V. Pratt (DDG 44)** during **UNITAS XIX**.

U.S. Navy Photos Courtesy of the Naval Historical Center

What's in a Name?

Story by Marie G. Johnston

It's time to break out the candles and set a cake on fire. This month marks the 80th year anniversary of *All Hands* magazine.

The magazine's ancestry can be traced back to its great-grandfather – the Bureau of Navigation's *News Bulletin* No. 1, first printed Aug. 30, 1922. The bulletin had a simple, unadorned look and a right-to-the-point presentation. BuNav editors also noted that the publication would be “issued from time to time, to place before officers information concerning Bureau activities that may be of general interest.”

Some of the burning issues of the day included the Bureau's complaint that expenditures for pilots, tugs and wharves for FY21, especially in the Panama Canal Zone, were taking too big a bite out of Bureau appropriations. The Bureau also requested that ships' boats be used as much as possible to transfer stores and men to and from ships. Another problem was that the Bureau was not receiving ships' logs at the end of each month - and many were incomplete. Cooperation was requested from all ships, especially those in destroyer squadrons, which were singled out as the biggest offenders.

Twenty-one years later, in September 1943, the *Information Bulletin* “came of age” and displayed the title *All Hands* for the first time. According to the editor's note on Page 40, the purpose was, “To make as explicit as possible the fact that this magazine is intended for all Naval personnel – for all hands.”

A blue box was placed on the cover with a statement to that effect. The readership quickly realized that this was their all-inclusive source of news and information – and ultimately changed the name themselves, calling the *Information Bulletin* by a new name – *All Hands*.

“One cannot ask more of a name for a magazine than that it reflect its purpose and content and that it be something spontaneously acceptable. Accordingly, in the interest of even greater service for the magazine, the Bureau is pleased to follow the nomination of Navy men and women: *All Hands, it is.*” However, the *All Hands* banner didn't appear on the magazine until June 1945.

Throughout the years, *All Hands* has been through many cosmetic makeovers. The initial days of black and white text (no photos) and the use of blue ink on our banner and covers in the mid-1940s through the 1960s finally gave way in April 1969 to color photos on the front and back covers. This “mid-life crisis” spread to eight color-pages per month and lasted until 1994 when the magazine went four-color throughout. In 1997, the magazine was available on the Internet, and in 1998, the banner changed (after 27 years), our layout changed and a new, improved *All Hands* was preparing to meet the challenges of the 21st century.

While change is good, the one thing that hasn't changed in 80 years is our audience – the men and women of the U.S. Navy. From new recruits and career Sailors to veterans and retirees, our

readers still want to know what's going on in the Navy and we will continue to tell the Navy's story the best way we can.

Just last month, we added flash capabilities to our on-line version of the magazine and launched our *All Hands* archive project at www.news.navy.mil. We expect the archive to be completed by Spring of 2003.

Remember that *All Hands* is still *your* magazine. Contact us with your stories and suggestions at allhands@mediacen.navy.mil or DSN 288-4171 or (202) 433-4171. ☞

Johnston is editor of *All Hands*



All Hands then and now.

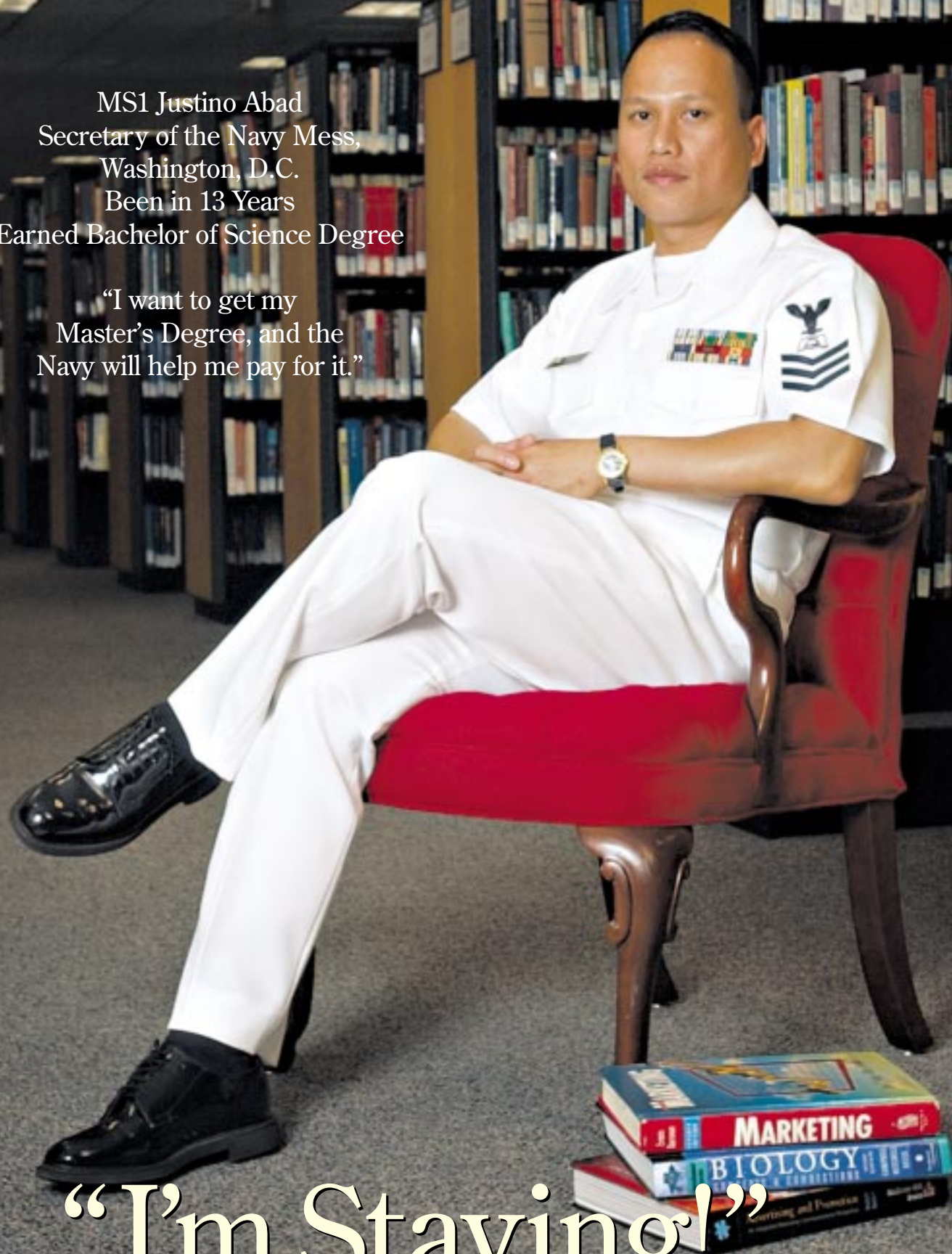


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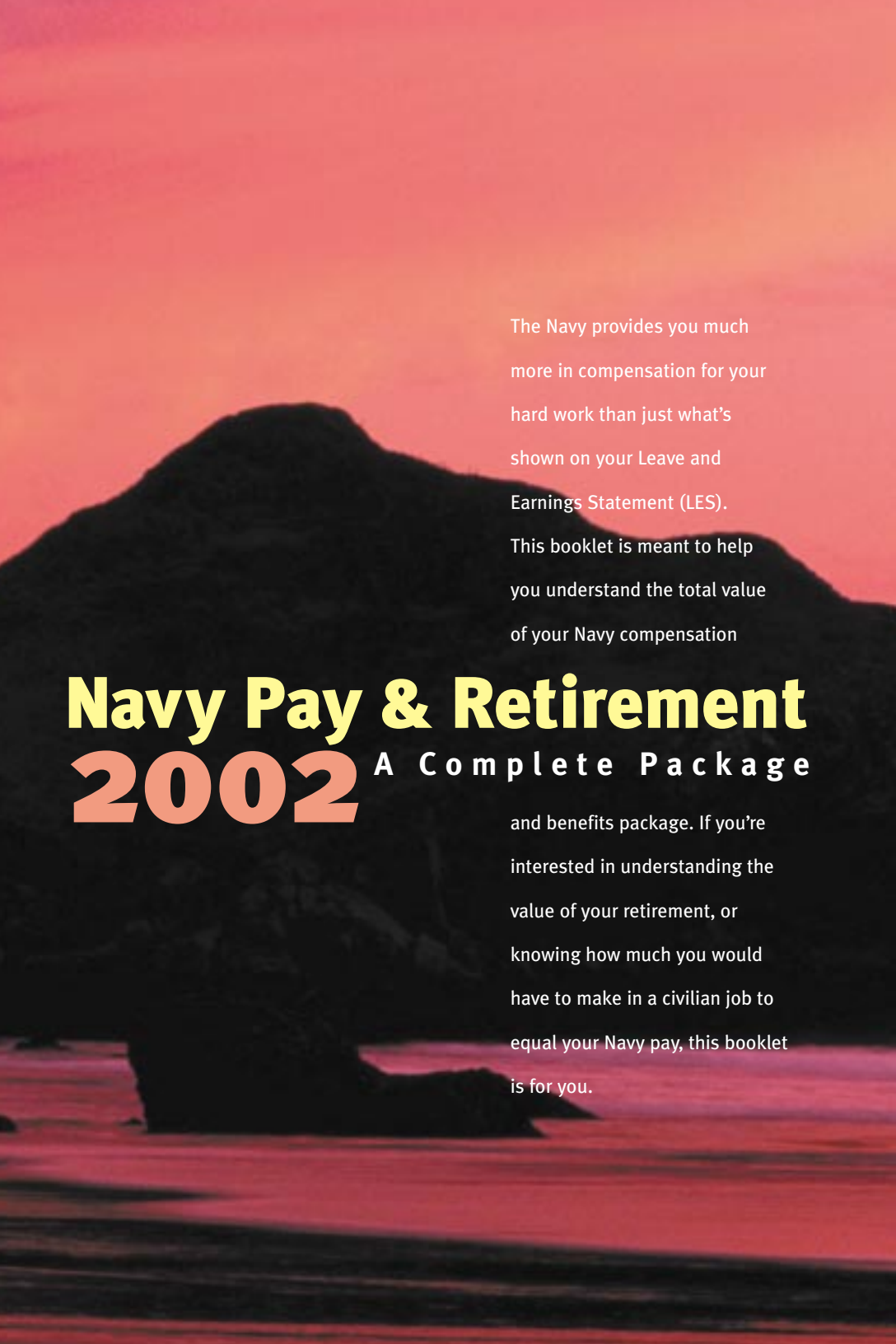
MS1 Justino Abad
Secretary of the Navy Mess,
Washington, D.C.
Been in 13 Years
Earned Bachelor of Science Degree

“I want to get my
Master’s Degree, and the
Navy will help me pay for it.”



“I’m Staying!”

www.staynavy.navy.mil



The Navy provides you much more in compensation for your hard work than just what's shown on your Leave and Earnings Statement (LES).

This booklet is meant to help you understand the total value of your Navy compensation

Navy Pay & Retirement **2002** A Complete Package

and benefits package. If you're interested in understanding the value of your retirement, or knowing how much you would have to make in a civilian job to equal your Navy pay, this booklet is for you.

Your Military Compensation

The military compensation system includes dozens of separate pays, allowances and benefits. The most visible and easily measurable of these earnings may be classified as direct compensation, which shows up as earnings on your **Leave and Earning Statement (LES)**. This includes several allowances that are tax-free, making them more valuable than they appear, as well as **30 days of paid vacation per year**. Indirect compensation includes **comprehensive medical and dental care, commissary and exchange savings, and tuition assistance**. Other valuable fringe benefits that are often **free, or available at discounted prices, include legal, educational and family services, life and disability insurance, tickets and tours, and quality childcare**.

Direct Compensation

- ◆ Basic pay
- ◆ Special pays
- ◆ Incentive pays
- ◆ Re-enlistment bonuses
- ◆ Tax-free allowances
 - Subsistence allowance
 - Housing allowance
 - Clothing allowance
- ◆ Combat zone exclusions
- ◆ 30 days paid leave per year

Indirect Compensation

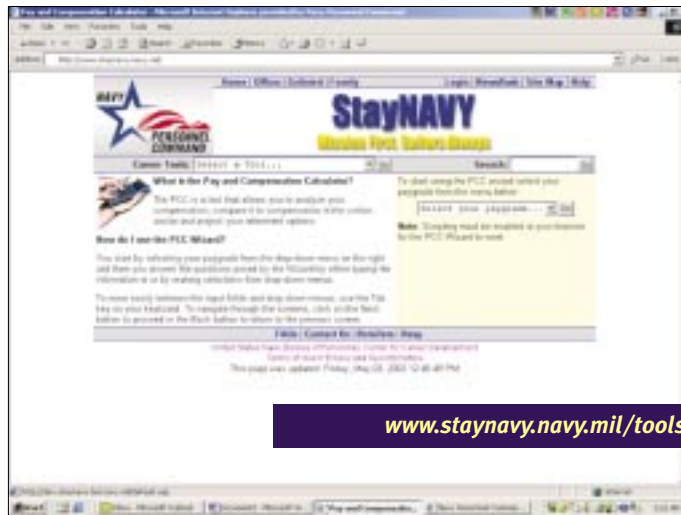
- ◆ Inexpensive life insurance
- ◆ Comprehensive medical & dental care
- ◆ Commissary & exchange savings
- ◆ Retirement value
- ◆ Tax advantage
- ◆ Tuition assistance
- ◆ Disability benefits
- ◆ Sick leave
- ◆ Death & survivor benefits

Valuable Fringe Benefits

- ◆ Free basic legal services
- ◆ Generous retirement plan after 20 years
- ◆ Free disability insurance
- ◆ Educational services
- ◆ Family services
- ◆ "Space-A" travel
- ◆ Quality child care at reasonable rates
- ◆ Regular professional training & education
- ◆ Inexpensive MWR facilities & opportunities
 - Fitness centers
 - Golf courses
 - Movie theaters
 - Equipment rentals
 - Tours
 - Hobby shops
 - Flying & scuba clubs
 - Swimming pools
 - Tennis courts

You don't have to be a financial planner or accountant to figure out how much money you could retire with after serving in the Navy, or how much you would have to make as a civilian to equal the direct and indirect compensation you receive for your service. Pushing pencils and calculator buttons, shuffling through tax tables and paperwork ... all this has been replaced by the **Pay and Compensation Calculator (PCC)** found on the **Center for Career Development (CCD)** Web site at:

www.staynavy.navy.mil.



Calculating Your Compensation & Retirement

The PCC takes you through a few easy steps, asking for your rank, year of birth, when you entered the service, number of dependents and duty station zip code at time of retirement. This CCD Web service also accounts for any special pays and selective reenlistment bonuses.

The screenshot shows the 'Pay and Compensation Wizard' application. It has a title bar and a menu bar. The main window contains several input fields and buttons. The fields include 'Years of Service' (set to 14), 'Retirement Paygrade' (set to E-4), 'Years of service at retirement' (set to 14), 'Location' (set to Ft. Belvoir), 'Medical Status' (set to Active), 'Number of Dependents' (set to 1), and 'Your Club Year' (set to 1111). There are 'Go Back' and 'Next' buttons at the bottom.

www.staynavy.navy.mil/tools/PCC/wizard/serviceinfo.asp

Navy Life... Getting Better Every Day

- ♦ **REDUX retirement plan repealed.** Now every service member can retire at 50% of base pay under either the **Final Pay** or **High-3** retirement plans. Both of these plans include full **cost of living allowance (COLA)** increases.
- ♦ Expanded **selective re-enlistment bonus (SRB)** eligibility and amounts.
- ♦ The new **Thrift Savings Plan** offers participants the same type of savings and tax benefits that many private corporations offer their employees under 401(k) plans.
- ♦ **Lifetime medical treatment and prescription drug coverage** is now guaranteed to military retirees under an overhauled **TRICARE** program.
- ♦ **Reduction of out-of-pocket housing costs** from 19% in 2000 to 11% in 2002, with a commitment to completely eliminate them by 2005.
- ♦ Commanding officers now have the authority to **cut one year from the advancement cycle for outstanding E-5s and E-6s**.
- ♦ **Revamped focus on career planning** through Project Sailor
- ♦ **The Navy's new Customer Service Center** will provide timely and accurate information to sailors and their families on a wide variety of subjects. **Call 1-866-U-ASK-NPC (827-5672).**
- ♦ **Eliminated a number of major inspections** to reduce sea time between deployments.

Is the Grass Greener on the Other Side?

Sailor

- ♦ Responsibility comes earlier
- ♦ Mission-oriented focus
- ♦ Attend schools while drawing full pay
- ♦ Camaraderie and esprit de corps
- ♦ Predictable promotion & advancement
- ♦ Job security
- ♦ Generous retirement plan

Civilian

- ♦ Responsibility comes later
- ♦ Profit-driven focus
- ♦ Limited educational opportunities
- ♦ "Dog eat dog" mentality
- ♦ May have to request/negotiate promotions
- ♦ Could get "pink slipped" anytime

Most importantly, the PCC does the math for you, eliminating tax rate searches and hair-pulling headaches. The result is a comprehensive Pay and Compensation Calculation sheet, which breaks down your current pay and anticipated retirement pay. It also compares your figures to relative civilian job compensation. The easy to read and understand summary provides a printable reference to aid in your decision to stay Navy.

The screenshot shows the 'Pay and Compensation Wizard' application displaying a summary of compensation factors. The table below is a representation of the data shown in the screenshot.

	Monthly	Annual
Your Basic Pay	\$2,070.38	\$24,844.56
Basic Allowance for Subsistence	\$460.54	\$5,526.48
Basic Allowance for Housing	\$0.00	\$0.00
Your Basic Pay Total	\$2,070.38	\$24,844.56
Your Compensation Value	\$2,070.38	\$24,844.56
Medical Care Value	\$1,411.11	\$16,933.32
Medical Care Value	\$1,411.11	\$16,933.32
Medical Care Value	\$1,411.11	\$16,933.32
Your Total Pay and Compensation Value Total	\$3,481.49	\$41,777.88
Your Tax Allowance	\$1,411.11	\$16,933.32
Your Total Compensation Value Total	\$2,070.38	\$24,844.56
Your Total Compensation Value Total	\$2,070.38	\$24,844.56
Your Total Compensation Value Total	\$2,070.38	\$24,844.56

www.staynavy.navy.mil/tools/PCC/wizard/summary.asp

For a detailed explanation of compensation factors, see page 11.

Did You Know?

- ♦ **66%** of Social Security beneficiaries over **65** derive at least half of their income from Social Security.
- ♦ Only **13%** of all 401(k) plans are valued at more than \$100,000.

Myths About Civilian Life

“Civilian medical care is better.” — TRICARE is very similar to civilian HMO care plans except that the Navy does *not* deduct a co-share payment each month. In the military, most prescriptions are provided free, and there is a **\$1,000** per year catastrophic cap on medical costs not covered under TRICARE for your protection.

“Affordable insurance is available everywhere, and my next job will offer a disability plan.” — Up to **\$250,000** of level-term **Serviceman's Group Life Insurance (SGLI)** coverage is available to service members regardless of age, occupation or pre-existing health conditions. Military personnel are provided with long-term disability coverage at no charge while fewer than **55%** of full-time civilian employees are covered by even a short-term disability plan. Additionally, while Navy retirees enjoy available medical benefits, fewer than half of the largest civilian employers offer medical insurance to their retirees.

“Most companies offer a pension, so I don't need the Navy retirement.” — While approximately half of all full-time employees in medium to large companies participate in a pension plan, only **3%** of those employees may retire under age **55** with less than 30 years of service. The Navy fully funds a retirement plan that features no pay deductions for its members. Additionally, only **3%** of civilian retirement plans feature automatic COLA increases to protect retirees against inflation. **100%** of Navy retirees receive COLA increases.

“Once I get out of the Navy and start a 401(k), I'll be set for my retirement years.” — In fact, only **35.8%** of all full-time employees participate in tax-deferred savings plans, such as the 401(k), where you put money away for retirement and employers help with matching contributions. The Navy fully funds your retirement, with no reduction based on your age.

“As a civilian, I won't have to stand watch, work late or move any more.” — If you're willing to accept a relatively low-paying job with little responsibility, this is probably true. If, however, you are interested in better pay, more responsibility and regular promotion opportunities, you can expect to put in extra hours and to relocate from time to time. Salaried employees in supervisory positions routinely work more than 40 hours a week, are often tied to cell phones and beepers 24/7, and usually without any additional compensation. Additionally, few companies offer 30 days of paid vacation each year.

Leisure & Recreation Benefits

	Sailor	Civilian
Fitness center or gym	Free or affordable	Expensive
Swimming pool	Free or affordable	Expensive
Golf	Affordable	Expensive
Movie/theme park/concert tickets	Deep discounts	Fewer discounts
Equipment rental	Affordable	Expensive

Median Monthly Gross Earnings for Various Civilian Jobs

All White Collar	\$3707	All Blue Collar	\$2527
Engineers/Architect	\$4630	Precision Production	\$3083
Physician	\$6730	Electronic Repair	\$2946
Registered Nurse	\$4024	Heating/AC mechanic	\$2829
High School Teacher	\$3844	Electrician	\$3435
Social Worker	\$2442	Production Supervisor	\$3431
Clinical Technician	\$2832	Machinist	\$3520
Health Technician	\$2620	Welder and cutter	\$2959
Electronic Technician	\$3097	Assembler	\$2252
Computer Programmer	\$3579	Bus Driver	\$2461
Legal Assistant	\$3304	Material Moving Sup.	\$3701
Training Specialist	\$3524	Police and Detective	\$3243
Purchasing Agent/Buyer	\$4312	Correctional Officer	\$2633
Management Related	\$3714	Food Service Supervisor	\$2425
Wholesale Sales Rep.	\$3338	Health Aid	\$1797
General Office Supervisor	\$3207	Cleaning Service Sup.	\$2141
Distribution Supervisor	\$3342	Child Care Worker	\$1432
Computer Operator	\$2520	Automobile Mechanic	\$2884
Personnel Clerk	\$2439	Electrician Supervisor	\$4425
Insurance Adjuster	\$2586	Industrial Equip.Operator	\$2453
Secretary	\$2583	Construction Laborer	\$2153

Median earnings taken from the 1998 Bureau of Labor Statistics, National Compensation Survey assuming a 40-hour work week in the Washington DC/Baltimore area.

Explanation of Compensation Factors & Retirement Calculations

Compensation Factors

- ◆ **BAS (Basic Allowance for Subsistence)** — This calculation based on the “rations-in-kind not available” rate. Add to your income even if not paid directly to enlisted members, since the cost of dining aboard ship/station must be replaced in a civilian salary.
- ◆ **BAH (Basic Allowance for Housing)** — Tax-free allowance paid to cover 85% cost of living off base or ship if entitled. For single members living in ship or barracks the current BAH-II rate (not adjusted for locality) should be added since this amount must be replaced in a civilian salary. If you live on base, increase the current BAH rate by 15% since the government pays for 100% of the cost of housing. If your BAH rate is not known, approximate using BAH-II tables provided.
- ◆ **Clothing Allowance** — Enlisted members get a yearly clothing allowance on the anniversary of their initial allowance for uniform maintenance.
- ◆ **Tax Advantage** — Your pay has a tax advantage because all allowances you earn are tax free, as are any pay and bonuses while in a combat zone. Federal tax rates are 15, 28, 31 or 36%. FICA tax is made up of Social Security tax at 6.2% on the first \$80,400 and Medicare is a flat 1.45%. You may also add your state tax rate if known.
- ◆ **Active Duty Death & Survivor Benefits** — This amount represents the cost difference of comparable life insurance to provide the same security in case of death, such as \$250,000 of Servicemembers Group Life Insurance (SGLI) and the \$6,000 death gratuity. Dependency and Indemnity Compensation (DIC) provides \$911 per month for a surviving spouse, until remarried, and \$229 per month for each child, plus additional veterans benefits.
- ◆ **Medical/Dental Care** — This figure represents the average cost-share that white-collar workers must pay out of their paychecks for equivalent HMO-style coverage. The latest Bureau of Labor statistics show that 54% of employees don't have dental coverage through their employer.
- ◆ **Commissary Value** — A 1999 market survey of more than 500 items has shown that using the commissary saves a service member an average of 27% over other food markets. A yearly savings is computed based on multiplying this rate times USDA estimates for food cost for the number of dependants.
- ◆ **Disability (not included)** — Bureau of Labor statistics indicate that 57% of civilian employers do not even offer short-term disability. Replacement cost of similar coverage has not yet been calculated.

Retirement Calculations

- ◆ **Monthly Basic Pay at retirement pay grade** — Make an assumption of your pay grade when you retire and look on the pay charts to determine what that pay grade makes at 20 years of service. For members entering service after July 31, 1986, the highest 36 months of pay may be averaged for the closest approximation.
- ◆ **Monthly Retirement/Retainer Pay** — Since the repeal of REDUX in FY2000, all members are eligible to retire with at least 50% of their Basic Pay. For every year of service after 20 add 2.5% of base pay.
- ◆ **Lump sum needed to pay equivalent amount for 40 years** — This figure is what a civilian would need to have saved to retire at the same time and with the same pay out for 40 years. Does not include the estimated \$2,642 per year medical expenses saved over Medicare beneficiaries.
- ◆ **Monthly contribution needed to save for 20 years to match that lump sum (or Retirement Value)** — The contribution required by a civilian to have a lump sum able to pay out the same amount as your retirement.



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